

# HUMAN RESOURCE MANAGEMENT PROGRAM 2D QUARTER FY01 REVIEW AND ANALYSIS



# **The West Region -**

***Army's Premier Team of  
Human Resources***

***Professionals***

***Providing Quality and***

***Timely Services to***

***Our Valued Customers***



## WEST REGION FOCUS AREAS FOR FY 01

The West Region Accomplishments and Focus Areas for FY 01 are established on the foundation of the West Region FY 00-01 Operational Plan. Feedback received during the Sep 99 and Mar 00 Commanders' Civilian Personnel Advisory Councils (CCPAC) provided the basis for a review of the previous strategic plan and update to be consistent with the Army's new vision and strategy for Civilian Human Resources and region goals and objectives. The feedback from the CCPACs was incorporated into the Region's Operational Plan, with region-specific Supporting Objectives to the Army's three Priority Emphasis Areas and associated Corporate Goals. West Region civilian personnel leaders developed and substantiated the Supporting Objectives as consistent with the region's vision. Commander feedback indicates that the Operational Plan is moving in the right direction with the right amount of emphasis in the program areas, placing Modern System preparation and developing automation tools as top priority, followed by meeting partnering goals and training requirements. The Priority Emphasis Areas are:

Strategic Civilian Workforce  
Competitive and Responsive CHR Programs  
Skilled and Responsive CHR Professionals



PRIORITY EMPHASIS AREA  
Strategic Civilian Workforce

CORPORATE GOAL 1

Systematic Planning that Forecasts and Achieves the Civilian Work Force  
Necessary to Support the Army's Mission

SUPPORTING OBJECTIVES

1. Continue and enhance partnering
2. Focus on metrics that reflect overall/total cycle time for work accomplishment
3. Develop Commander/ Manager/ HR orientation and training package
4. Develop and deploy an Information Management System for customers

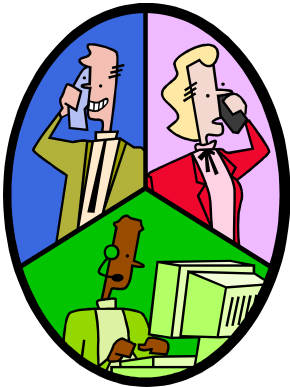


ACCOMPLISHMENTS

The highlight of 2<sup>nd</sup> Qtr, FY01, was the third Commanders' Civilian Personnel Advisory Council (CCPAC) on 13 February 2001. The conference, held in Sparks, Nevada, was hosted by Colonel Moses Whitehurst, Jr., Commander, Sierra Army Depot. Conference goals included enhancing partnerships, updating progress on goals set at previous CCPACs, exchanging information, obtaining Commander feedback, and identifying priority emphasis areas to guide future work and effort. The CCPAC was attended by 26 West Region Commanders or their representatives, seven MACOM Civilian Personnel representatives, a CPOCMA

FOCUS AREAS

CCPAC attendees agreed that the next conference should be held in early November 2001. BG Peter T. Madsen, Commander, USACE, South Pacific Division, agreed to be the official host. There was also unanimous agreement that Mr. Snyder should be invited back.



representative, 13 West Region CPAC Directors, and the West CPOC leadership team. A special guest and participant was Mr. David L. Snyder, Deputy Assistant Secretary of the Army (Civilian Personnel Policy). Mr. Snyder presented the Commanders with a very informative update “from the top” on such issues as customer satisfaction, legislative initiatives, Modern System deployment, USAMAA study, hiring freeze, and fill time. In addition, the CPOC leadership updated the Commanders on West Region preparation for Modern System deployment and progress on previously identified goals and focus areas. All agreed the conference was a huge success!

On 14 February 2001, immediately following the CCPAC, the CHR community (MACOM, CPOCMA, CPAC and CPOC HR professionals) met to discuss and assure understanding of Commander feedback and direction, and to translate that into specific action plans for the rest of the fiscal year and beyond. Preliminary work began on revising the West Region Human Resources Operational Plan.



The FY01/02 West Region Human Resources Operational Plan was revised to delete all completed actions and to incorporate new supporting objectives, specific action items, and milestones in order to address those issues and priority emphasis areas identified by the Commanders at the CCPAC. The revised plan is being staffed with the Civilian Personnel Advisory Centers (CPAC); when that process is complete, it will be presented to Commanders and posted on the West CPOC web site.

Partner visits during this quarter included the following:

USACE, Seattle District, Chief of Engineering & Construction and CPAC representative visit to WCPOC on 26 January

CPOC Director visit to Commander, USACE, South Pacific Division, on 30 January

CPOC Staffing Specialists visit to Ft. Lewis to participate in MAMC Medical Job Fair on 2 March

CPOC Deputy Director and CFD Branch Chief visit to USACE, Sacramento District, on 5 March

USACE, Northwestern Division, Subject-Matter Experts and representatives of the Portland and Walla Walla CPACs visit to CPOC to review and update DEU crediting plans on 6 and 7 March

CPOC Classification Specialist visit to Yuma Proving Ground to conduct DCA training on 27 and 28 March

CPOC Deputy Director and CFD Branch Chief visit to the Tooele Army Depot Leadership Retreat on 29 March

Partner visits will continue through the remainder of the fiscal year. Plans are underway for continued MAMC Medical Job Fairs and first time participation in a Technical Career Fair for the Corps of Engineers in Sacramento during the third quarter. In April, the CPOC Director will attend the TRADOC CPAC Training Workshop.



PRI OR I TY EMPHASI S AREA  
Competitive and Responsive CHR Programs



CORPORATE GOAL 2

Technology and Business Management Tools and Techniques that Provide the Best, Most Accessible and Lowest Cost CHR Products and Services

SUPPORTI NG OBJ ECT I VES

1. Ensure consistency in applying classification standards
2. Make work processes more effi cient through automation
3. Maintain Functional Process I mprovements (FPI )
4. Successfully deploy Modern System

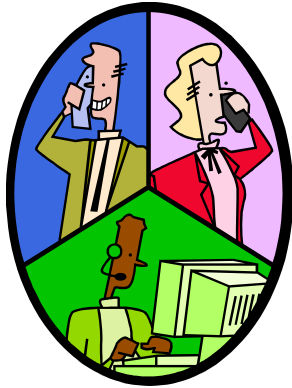
ACCOMPLI SHMENTS

Migration from Resumix 4.1 to the upgraded government version 5.3G began on 3 J anuary and was successfully completed on 12 J anuary. For applicants the most important changes in the new version included the use of a three, instead of two, page resume, and elimination of the limit on the number of geographic locations and occupational series applicants may choose. For managers, the improved grammar base and the expansion of the matching capability from 80 to 200 skills per applicant should facilitate and enhance the matching of quality candidates for specifi c vacancies. A new West Region Resumix Kit reflecting all the changes and updated applicant instructions was issued on 3 J anuary and posted to the West CPOC web site.

FOCUS AREAS

Eff orts will continue to improve and streamline the recruitment process. For the long term CPOC staff will participate with the DA working group in the development and implementation of an Army-wide standard Resumix recruitment process. Key facets of that plan include:

- Standard Resumix processes/job kit and one port of entry for all applications across regions
- Standard inventory based recruitment processes modeled after procedures used in the West Region
- A one-page vacancy announcement builder



- An Army-wide merit promotion plan
- FORECAST projections of recruitment needs
- A web enabled in/ out-processing tool
- A web enabled payroll problem reporting system

For the immediate term, next quarter CPOC will begin the process of determining what grammar needs to be added to the Resumix database, if any. When the process for adding grammar has been completed, the CPOC will develop Resumix Skills Handbooks for use by managers and staffing specialists.

At the February CCPAC, the CPOC Deputy Director provided an update on the status of Modern System preparation to the West Region Commanders. With the Modern System deployment date nearing (13 April 2001!), the CPOC and CPACs intensified their planning and preparation efforts during the quarter.

One key component to preparation was the training of users on the new system. To that end, extensive CPOC/ CPAC staff and end user training was delivered during the 2<sup>nd</sup> quarter. From 12-23 February, the “Mod Squad” (CPOC employees selected to conduct Modern System CPAC training) attended a two week comprehensive Modern



System Train the Trainer (TTT) course. The CPOC's Functional Automation Branch Chief delivered the training. In addition, they attended a one day session designed to sharpen their presentation and classroom management skills.

Beginning on 26 February and continuing through the 2<sup>nd</sup> quarter, the "Mod Squad" completed Train the Trainer (TTT) sessions at 11 of the 13 CPACs in the region. By the close of the quarter, the Mod Squad teams trained 249 CPAC staff members and 119 end users. CPOC staff training was conducted concurrently. During the quarter, 121 WCPOC employees completed hands-on training on how to process actions in the Modern Defense Civilian Personnel Data System (MDCPDS).

To step up communications, the CPOC held more frequent (weekly) Modern User's Group (MUG) meetings. The MUG provides a forum for the CPOC and CPACs to share information and coordinate actions critical to a successful deployment of MDCPDS.

Emphasis on data clean-up also turned up a notch. While we have maintained a 99.9% error free rate since the 3<sup>rd</sup> quarter FY99, the CPOC diverted additional resources in an effort to achieve a 100% accuracy rate upon deployment. To assess the integrity of the database, HQ DA performed two mock conversions during this quarter. The results of the mock conversions indicated all systems are ready to go!

CPAC Modern TTT training will wrap up during the 1<sup>st</sup> week of April at Fort Lewis and Yuma Proving Ground. The CPOC will continue to focus its efforts on completing the tasks outlined in the Army Modern System Deployment Checklist and prepare for the Modern System deployment team, who will start arriving at the CPOC on 12 April. The CPOC expects over 30 participants from CPOCMA, HQ DA, DoD, and the technical contractor. Close coordination with the CPACs will continue as the Legacy DCPDS system is shut down as of close of business on 12 April. The blackout period will be 13 through 30 April. Once MCPDS is turned on, the CPOC staff, under the direction of HQ DA and DoD will re-create pipeline actions (actions that were in the Legacy CPOC/ CPAC FPI boxes). Following the successful re-entry of pipeline actions, the CPOC will begin testing the system by processing actions. We have all worked so hard and are counting on a smooth deployment!

got mod?



PRI OR I TY EMPHASI S AREA  
Skilled and Responsive CHR Prof essionals

CORPORATE GOAL 3

CHR Prof essionals who are Customer-Focused and who have the Competence, Support, and Motivation to Meet the Challenges of Constantly Changing and Increasing Expectations

SUPPORTI NG OBJ ECTI VES

1. Clarify roles of CPOC, CPAC and manager
2. Develop CPAC generalists as advisors and consultants, and full members of the customer management team

ACCOMPLI SHMENTS

Frequent and candid customer feedback from Commanders is encouraged and appreciated. It helps to guide our efforts, to prioritize our work and to make needed improvements and adjustments. During this quarter the CPOC Director sent each serviced Commander an “Installation Feedback Form” in order to obtain formal customer feedback regarding the quality of service provided by the West CPOC. Commanders were asked to evaluate the following service features: Quality of Work Products, Communication, Responsiveness, Courtesy and Effectiveness.

FOCUS AREAS

When all the Installation Feedback Forms are returned, they will be forwarded to the CPOC headquarters, the Civilian Personnel Operations Center Management Agency (CPOCMA), for review by the CPOCMA Director. More importantly, all Commander feedback is carefully reviewed by the CPOC leadership in order to assess program successes and shortcomings. Adjustments are made where possible, always with the ultimate goal of better serving our customers. Commanders who have not yet returned their feedback forms are highly encouraged to do so.



During the 2<sup>nd</sup> quarter, CPOC staffing specialists received training on use of the new Resumix version 5.3G. Because of the many changes and differences in processing procedures, this represented a significant learning curve for the staff. Also during this quarter, both the CPOC and CPAC staffs received training on the new Modern System (MDCPDS). This has been an especially stressful time for the HR community. Having to learn such a different system, while at the same time continuing with everyday work, has been a challenge.

Changes being experienced in the CHR world are taxing for both customers and the HR community. Both the CPAC and CPOC staffs are committed, however, to learning and mastering their new responsibilities as quickly as possible in order to provide better service to our customers. We appreciate our Commanders' continued understanding and support during the necessary transition.



# All Serviced

## Executive Summary

Intensive preparation for the deployment of the Modern System in the West Region early next quarter was a priority emphasis area this quarter. A significant amount of the WCPOC staff's time was devoted to completing the hundreds of tasks outlined on the DoD deployment checklist, learning the new system processes, training the CPAC staffs, and preparing the database for the conversion. This was an exciting, but stressful, time for the staff as they worked to assure a successful deployment, while at the same time continuing normal operations.

There were many success stories in servicing performance this quarter, in spite of a large increase in workload volume:

- The number of actions received increased by 39% (from 6,742 last quarter to 9,297 this quarter), largely due to an influx of actions late in the quarter because of management's anticipation of Modern System deployment. The number processed or canceled jumped from 6,753 last quarter to 8,555 this quarter, a 28% increase.
- Even though the volume increased, the number of routine classification actions processed in standard improved from 91% last quarter to 94% this quarter. Processing of non-routine actions remained steady at 93% in standard.
- The 1,281 recruitment actions committed this quarter was higher than last quarter's performance by more than 200 commitments. Fill sources for these actions were as follows:

Resumix referral lists	52%	
Delegated Examining Unit lists		8%
Office of Personnel Management lists	1%	
Career Program lists	1%	
Priority Placement Program placements	3%	
Other Non-competitive sources		35%

# All Serviced

## Executive Summary (Cont)

- With Madigan Army Medical Center and the Corps of Engineers the most frequent users, there were 164 Delegated Examining Unit certificates completed this quarter. Of the 164, 110, or 67%, resulted in a selection. This is a very high usage rate and another successful quarter for the DEU!
- The number of non-recruitment actions processed also increased this quarter (from 2,102 to 2,467), but the rate processed in standard remained steady at 96%!
- The number of awards processed this quarter almost doubled last quarter's volume (from 3,053 to 5,948)!

There were two areas where performance slipped from last quarter:

- Referrals issued in standard dropped from 77% last quarter to 64% this quarter. The volume remained high – 1,290 referrals were issued this quarter compared to 1,217 last quarter, and many of those were issued timely (427 by the 3rd day, 353 on the 4<sup>th</sup> and 5<sup>th</sup> days, and 141 between the 6<sup>th</sup> and 10<sup>th</sup> days). But overall timeliness suffered, primarily because of the migration to the updated version of Resumix 5.3G in January and the associated system down time and staff learning curve.
- Overall total recruitment fill time, measured from the date the action is initiated by the manager until closure, increased from 76 days last quarter to 81 days this quarter. When measured from the date the action is received in the HR community until commitment, performance in the West Region was 50 days, which compares very favorably with the Army goal of 60 days.

Feedback received from selecting officials on the management feedback forms continues to reflect a high degree of satisfaction with Resumix referrals and WCPOC responsiveness. Manager ratings were as follows:

# All Served

## Executive Summary (Cont)

	Outstanding	Adequate	Poor
Quality of Candidates	62%	37%	1%
Availability of Candidates		45%	48%
Timeliness of Referral	74%	21%	5%
Responsiveness of WCPOC	80%	19%	1%

Even though the satisfaction ratings remain high (quality and availability of candidates and timeliness of referral ratings actually improved over last quarter's already high ratings), we are concerned about the low return rate, only 18% this quarter. To make it easier for managers, we have changed our procedure so that the feedback form is sent by e-mail to the selecting official after the selection has been made, rather than being sent with the referral list. It can then be completed quickly and returned by e-mail. But the return rate is still quite low. Selecting officials should be encouraged to provide this valuable feedback.

Finally, a highlight for the West Region this quarter was the third Commanders' Civilian Personnel Advisory Council (CCPAC) held on 13 February, and the follow-on CPOC/CPAC/MACOM partner meeting held the following day. The CCPAC was attended by 26 West Region Commanders or their representatives, the Deputy Assistant Secretary of the Army (Civilian Personnel Policy), seven MACOM Civilian Personnel representatives, a CPOCMA representative, 13 West Region CPAC Directors, and the West CPOC leadership team. West Region Commanders were updated on Modern System deployment and progress on previously identified goals and focus areas. Commander feedback and priority emphasis areas became the basis for the FY01/02 West Region Human Resources Operational Plan, which will be completed early next quarter.

# COE, South Pacific Division

## Executive Summary

The CPOC Director visited the SPD Commander in January to provide an update on the status of key personnel issues and close out the SPD "Get Well" plan.

Filling jobs, particularly mid level engineering and scientist positions throughout the South Pacific Division, remains a high priority and a significant challenge. The Deputy CPOC Director and the CFD Branch Chief visited the Sacramento District Commander in March to discuss recruitment strategies for hard to fill mid level positions and intern recruitment. During the visit, the CPOC presented a proposed SPD recruitment plan to the CPAC Director. Also discussed were various options for the most effective use of some advertising funds recently made available.

Workload volume increased with the number of requests for personnel action up from 1042 last quarter to 1338 this quarter. The increase is due in part to the anticipated deployment of the Modern System in April. Six hundred twenty seven classification actions were received compared to 529 last quarter. Due to the influx of actions, processing time for classification actions increased slightly.

Recruitment activity increased substantially with 393 recruit actions received compared to 315 last quarter. Two hundred and twenty referrals were issued up from 168 last quarter and 254 job offers were made compared to 177 last quarter. The number of recruit actions closed also increased from 182 last quarter to 199. Time to process recruit actions, measured from the date the action is initiated by management to closure, remained steady at 106 days compared to 104 days last quarter. At the close of the quarter, the two oldest referral lists had been outstanding for 170 days. One was for an Ecologist, GS-7/9/11, and the other an Interdisciplinary, GS-7/9/11, both in the San Francisco District, Operations & Readiness Division.

Seven pay inquiries were received, up from six last quarter. All problems were corrected within two weeks of receipt. Continued emphasis in this area is resulting in a relatively low number of pay issues.

Three WCPOC "Mod Squad" team members visited SPD in February to train the CPAC staff and other end

# Section 1

## Processing SF-52s

### Proponent: West CPOC

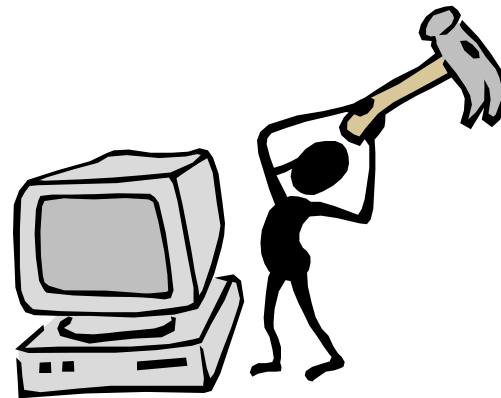
Sub-  
Section  
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Topic

PERSACT Actions

Remarks

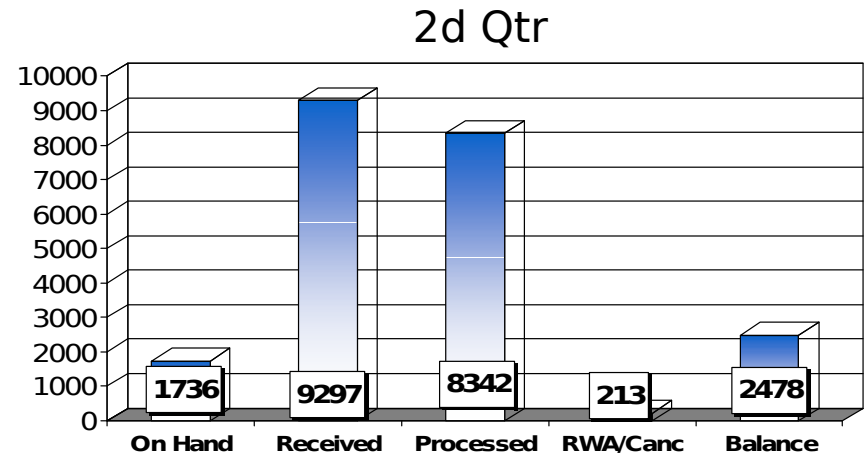
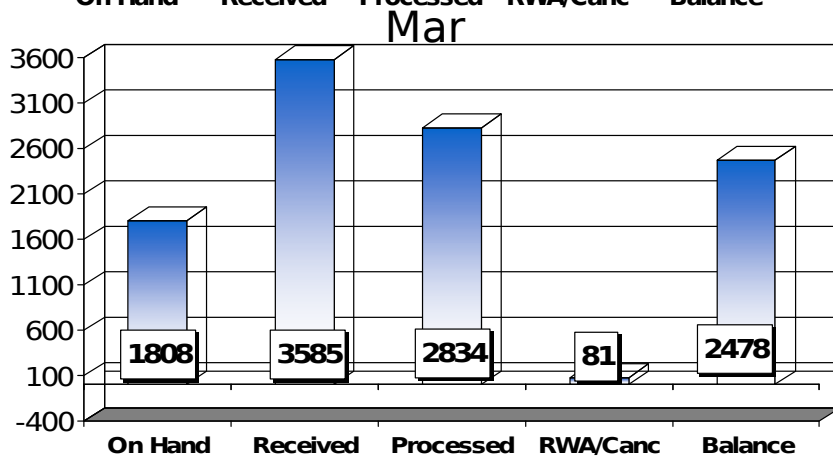
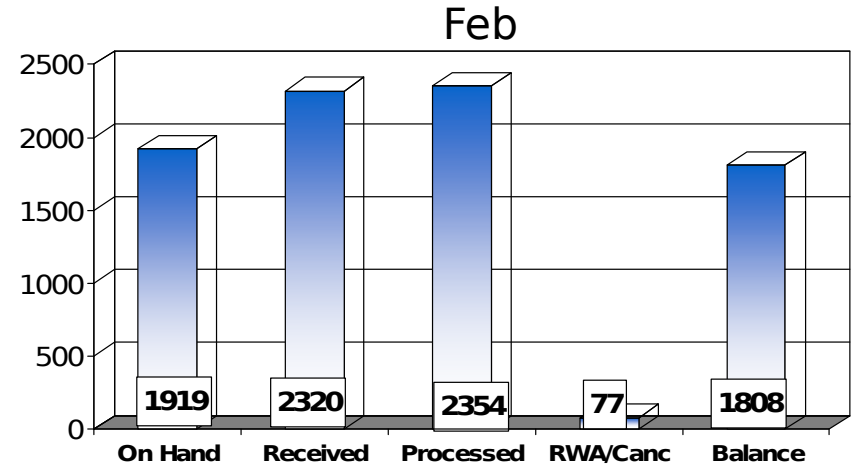
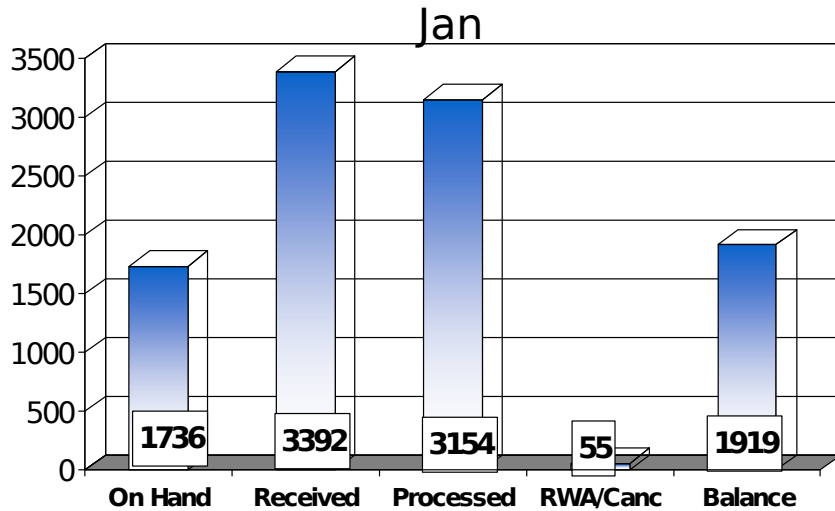
Depicts total numbers of all personnel actions processed through CPACs and CPOC using PERSACT.



**TOPIC:** PERSACT Actions - All Serviced

**2d QTR-FY01**

**PROPONENT:** WCPOC

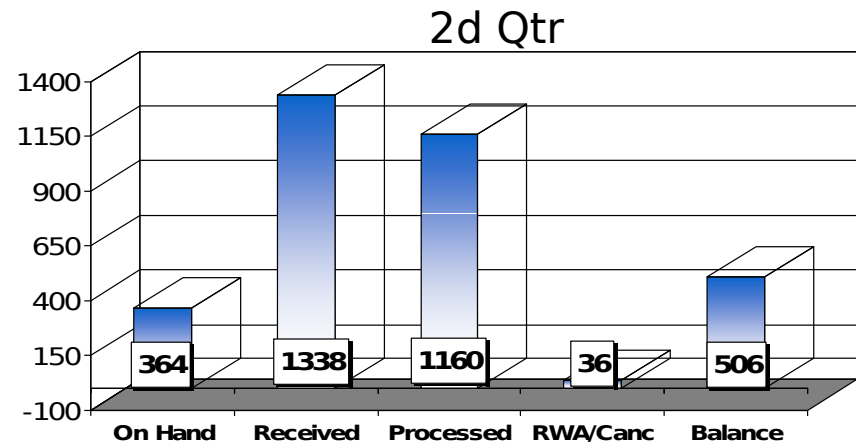
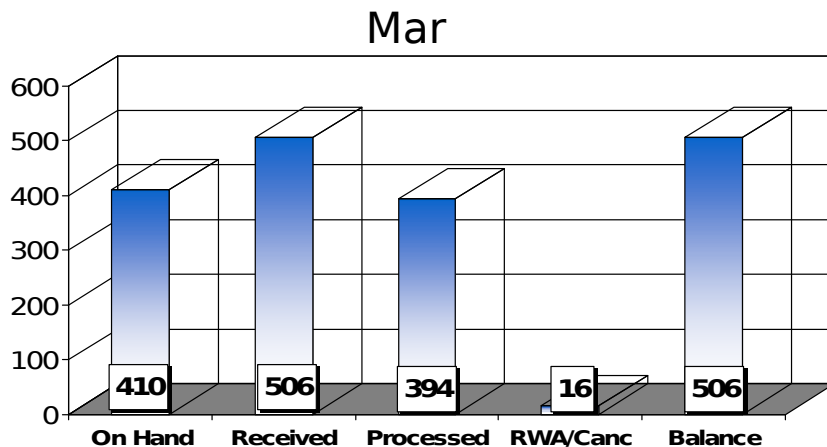
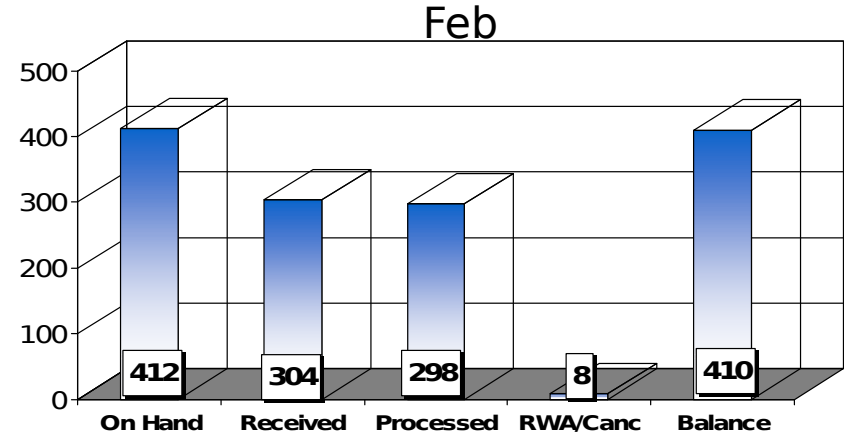
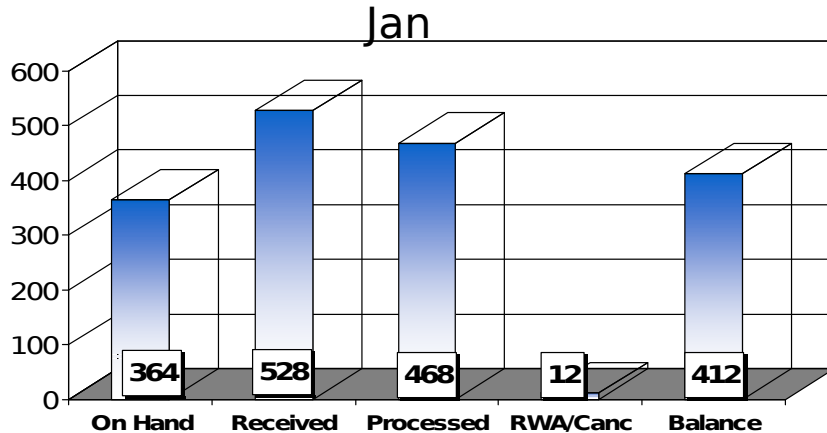


**ANALYSIS:** The balance on hand at the end of the quarter is higher than normal, primarily due to the large number of actions received in March in anticipation of Modern System deployment.

**TOPIC:** PERSACT Actions - COE, South Pacific Division

**2d QTR-FY01**

**PROPONENT:** WCPOC



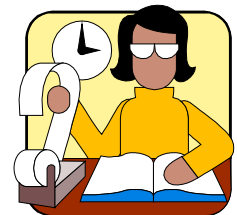
**ANALYSIS:** The balance on hand at the end of the quarter is higher than normal, primarily due to the large number of actions received in late March in anticipation of Modern System deployment.

# SECTION 2

## Classifying Jobs

Proponent: WCPOC, Classification Division

Sub-Section	Topic	Remarks
A	Classification Actions Processed	Demonstrates volume and timeliness of personnel actions requiring handling by a position classifier. Routine actions are those which require only a cursory review. Non-routine actions require the classifier to do a job analysis or advisory.
B	FY01 Trends	Provides analysis of volume and timeliness of work for the FY to date.



# TOPIC: Classification Actions Processed - All Serviced

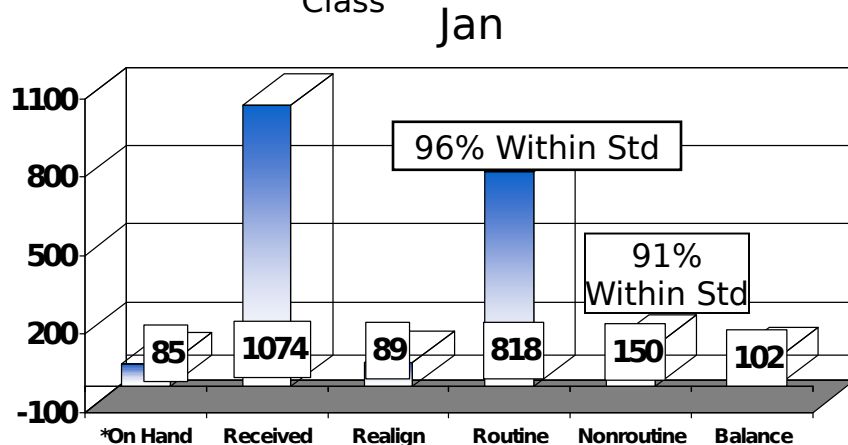
2d QTR-FY01

## PROPONENT WCPOC-Classification

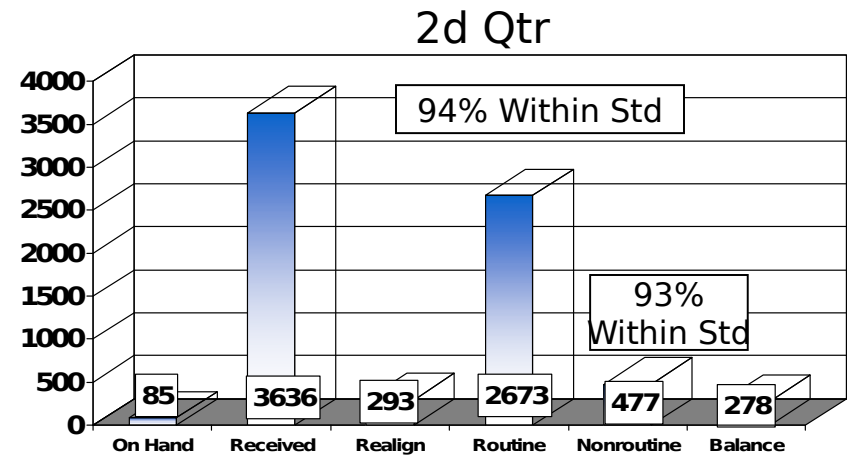
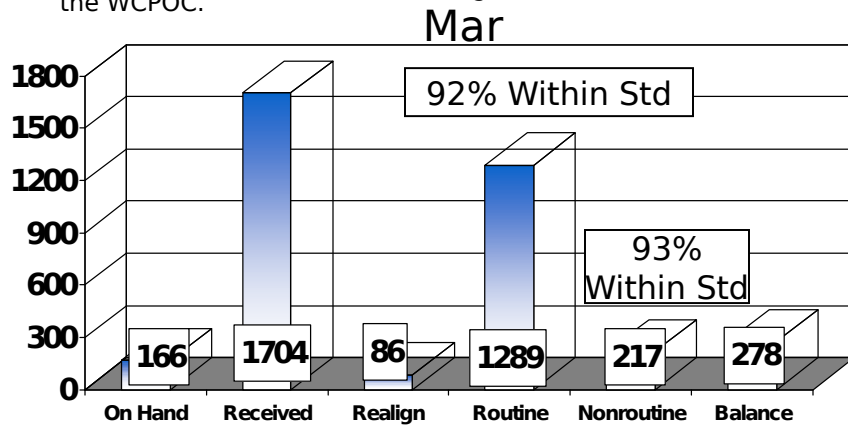
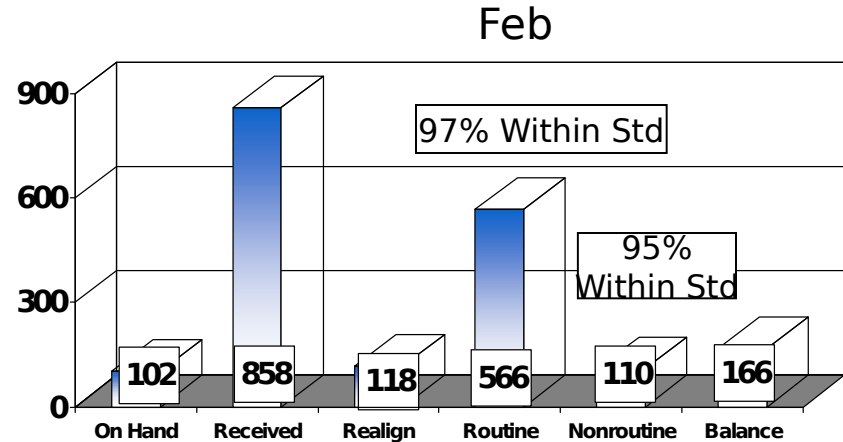
**STANDARD:** Routine, 4 Days from Date Received by Class  
Non-Routine, 30 Days from Date Received by Class

## ASSESSMENT:

**Routine: Green**  
**Non-Routine: Green**



\* The on-hand number has been adjusted from the ending balance of 1st Qtr due to actions returned to management that were never returned to the WCPOC.



**Analysis:** Overall, the processing of classification actions is in the “green” with 94% of routine and 93% of non-routine actions processed in standard. Volume of actions processed increased by 19% over last quarter.



## TOPIC:

## Classification Actions Processed - COE, South Pacific Division 2d QTR-FY01

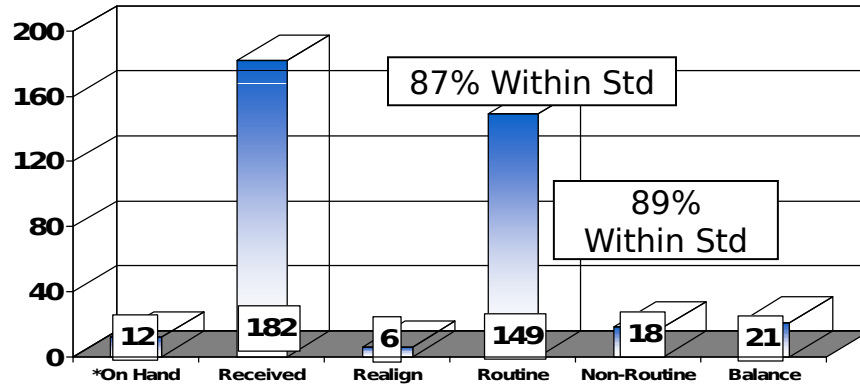
### PROPONENT WCPOC-Classification

Routine, 4 Days from Date Received by Class

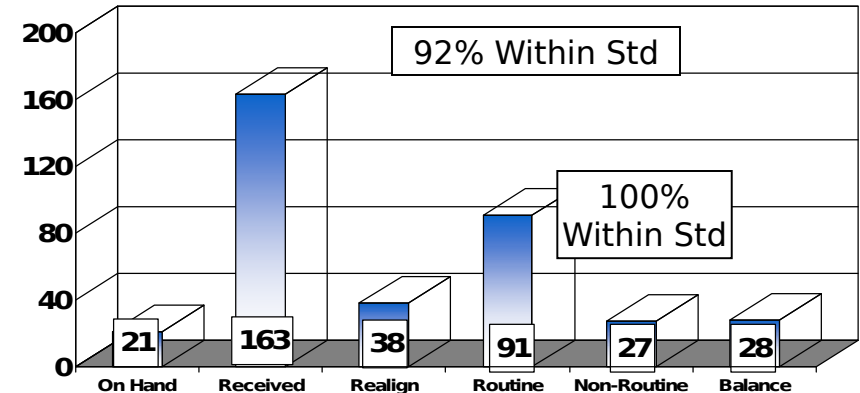
**STANDARD:** Non-Routine, 30 Days from Date Received by

**ASSESSMENT:** Routine: Amber  
Non-Routine: Green

Class Jan

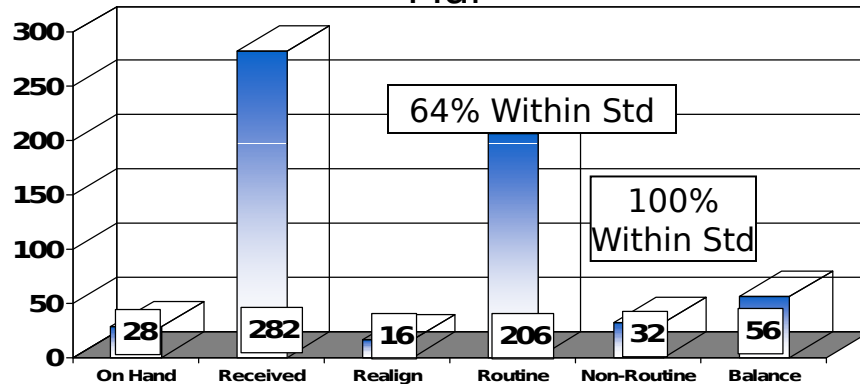


Feb

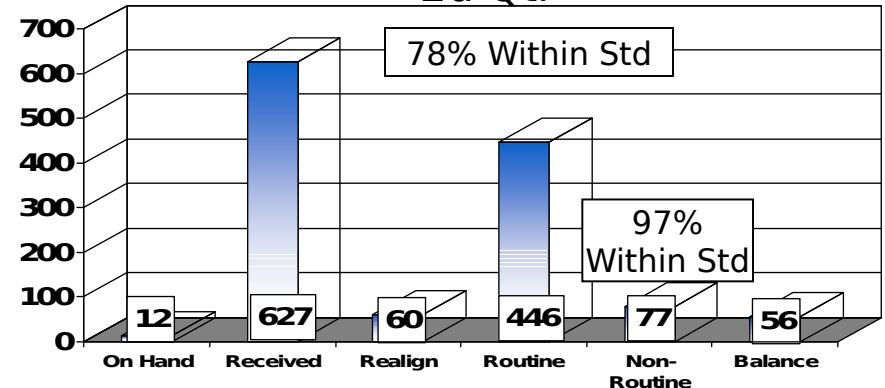


\*The On Hand number has been adjusted from the ending balance of first Qtr due to actions returned to management that were never returned to the WCPOC.

Mar



2d Qtr



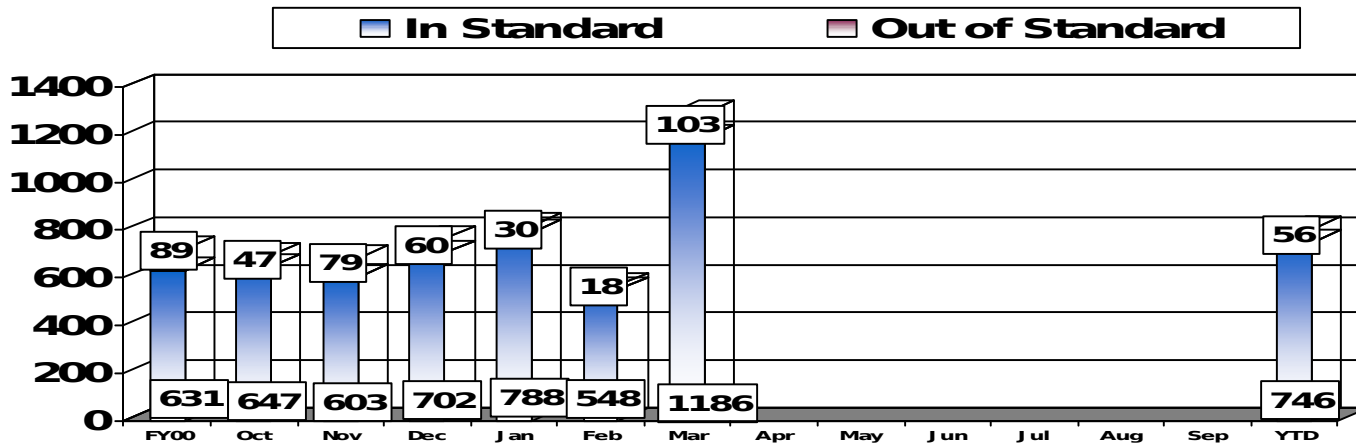
**ANALYSIS:** In-standard percentages remained in the 90-100% range for non-routine actions. Routine actions dropped to 78% due primarily to the large influx of actions in preparation for Modern System deployment.



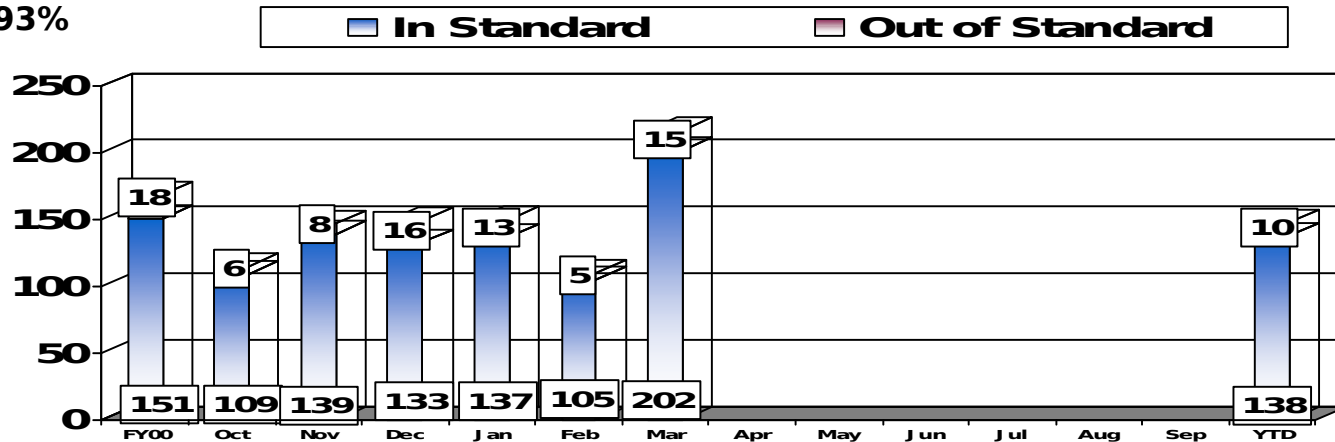
# TOPIC: Trends - Classification Actions Processed

FY01

## PROPOSER: WCPOC-Classification



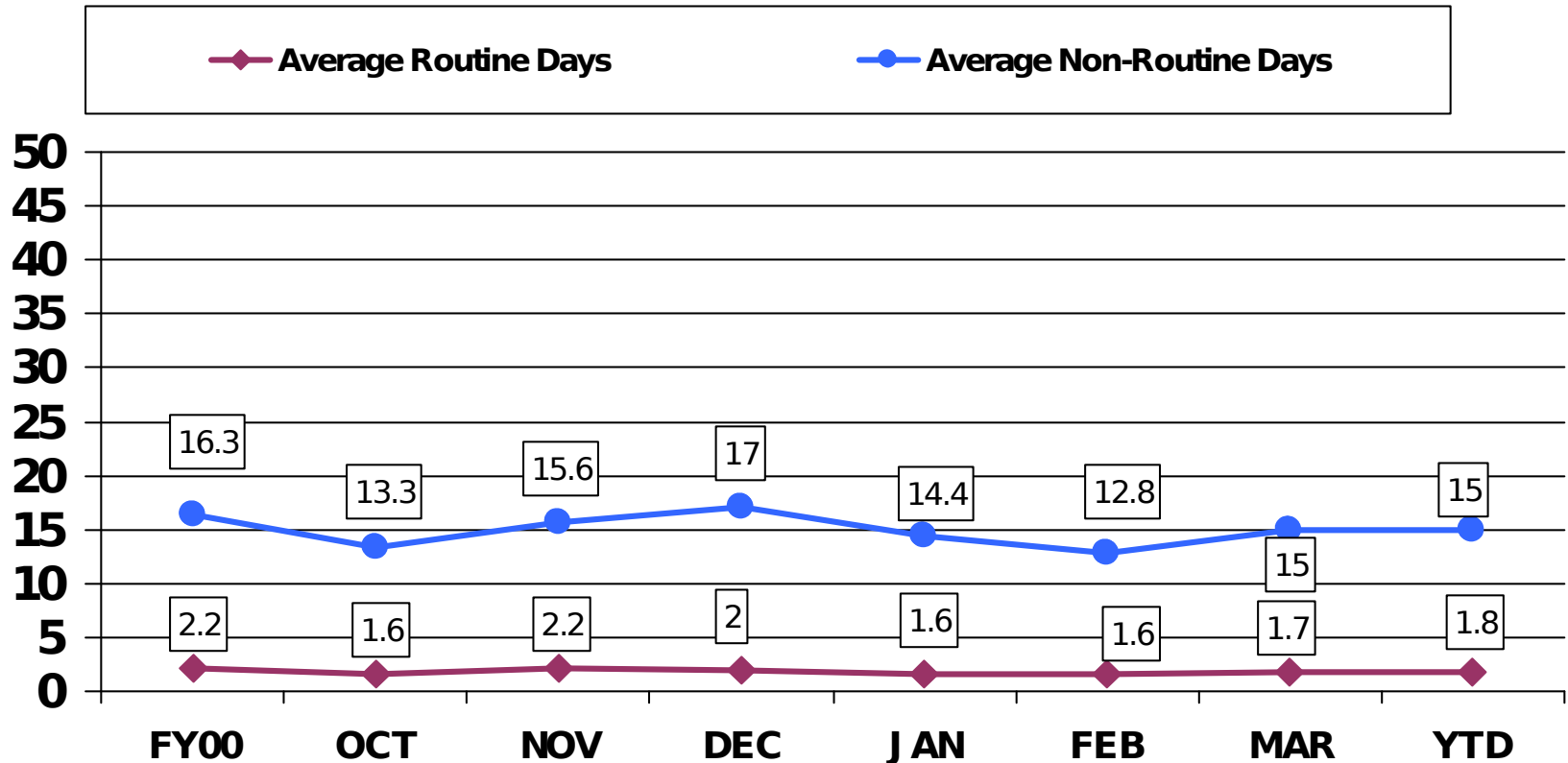
% In Std 88% 93% 88% 92% 96% 97% 92%  
93%



% In Std 89% 95% 95% 89% 91% 95% 93%  
93%

**ANALYSIS:** Performance for both routine and non-routine action processing was in the "green" for the entire quarter, and well ahead of last year's performance of 88% and 89% respectively.



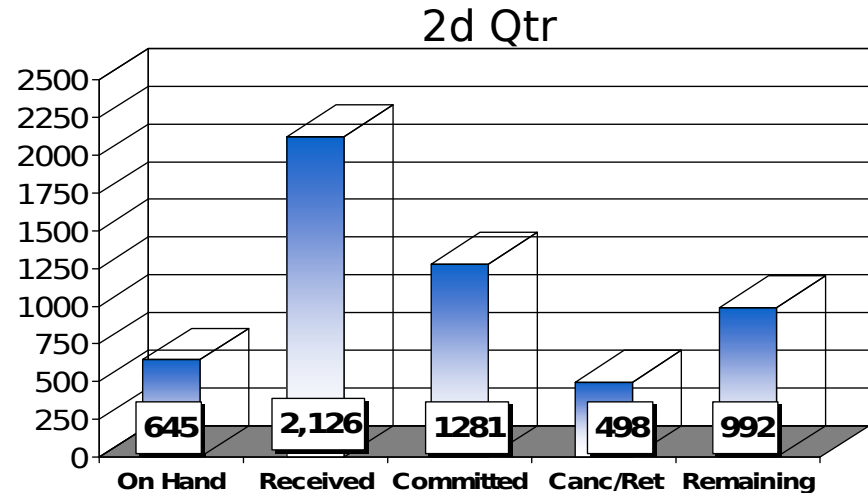
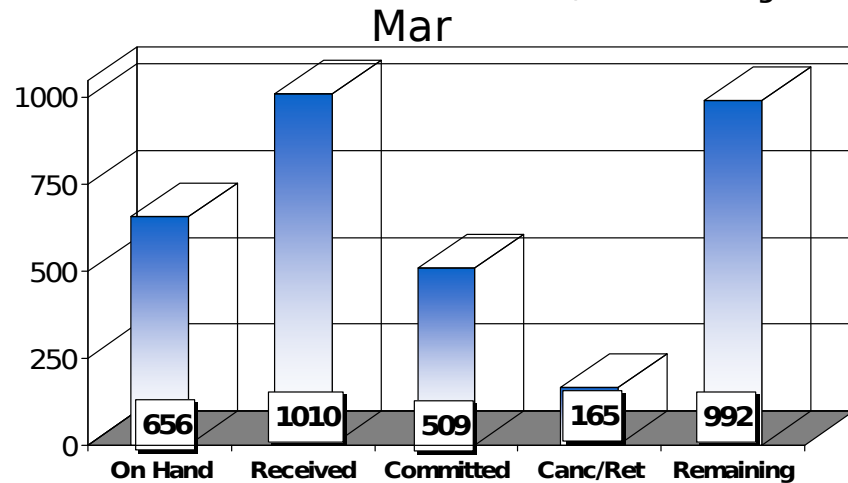
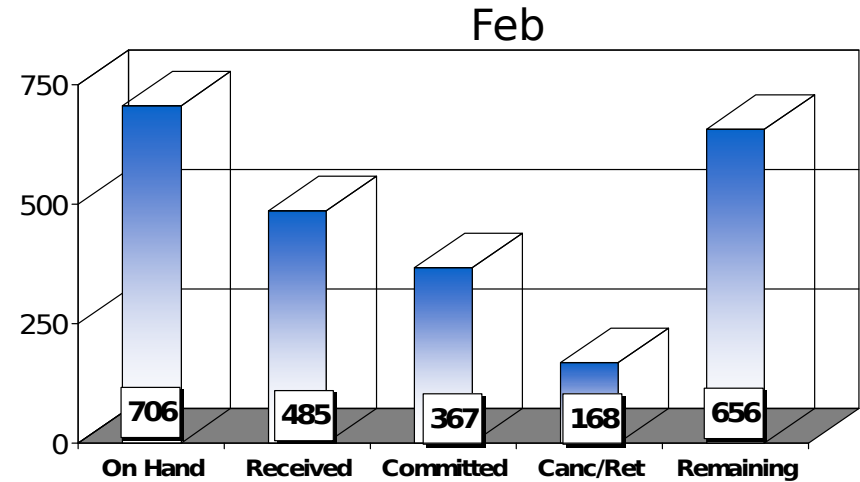
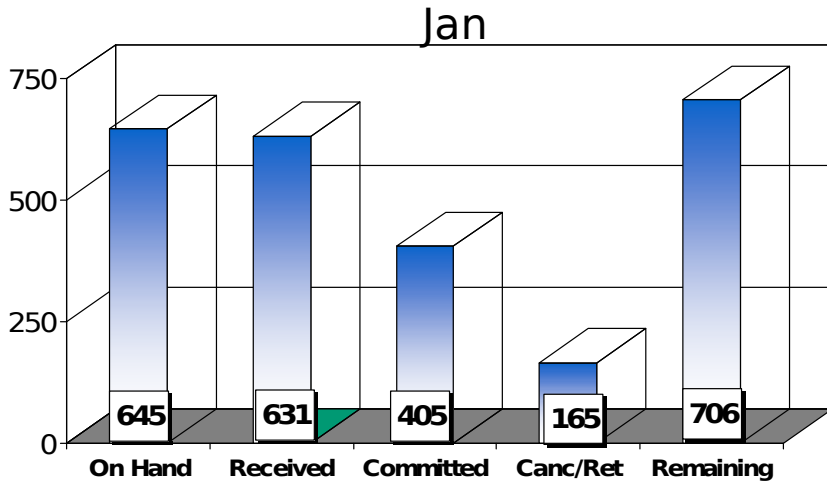
**TOPIC:****Trends - Average Days to Process Classification Actions FY01****PROPONENT WCPOC-Classification**

Std: Routine, 4 Days from Date Received by Classification  
Non-Routine, 30 Days from Date Received by Classification

**ANALYSIS:** Average days to process remains well below the DA standard of four days for routine and 30 days for non-routine actions, and remains better than last year's performance.

# SECTION 3 Filling Jobs Proponent: WCPOC, Staffing Services

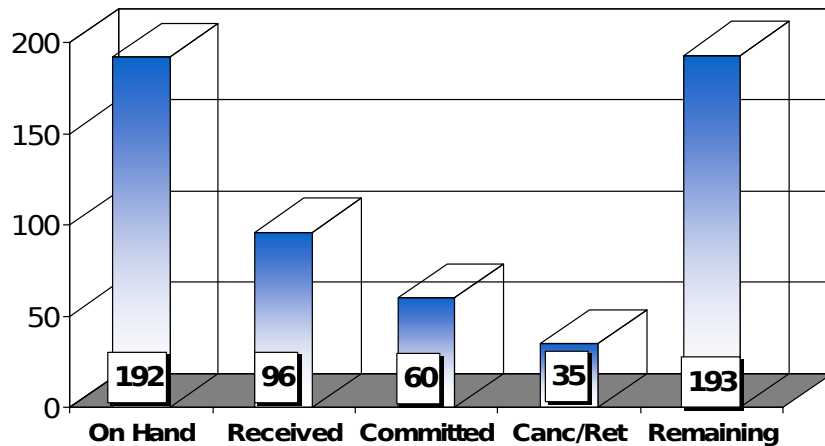
<b><u>Sub-Section</u></b>	<b><u>Topic</u></b>	<b><u>Remarks</u></b>
A	Recruitment Activity – Jobs Filled	I llustrates how many jobs are being filled and the status of actions on hand at the end of the quarter.
B	Referral Lists Issued	Shows volume and timeliness of referral lists issued – on the basis of days to issue the list from the time the action is received in Staffing. This includes both open and closed actions where referrals have been issued.
C	Resumes in Resumix Database	Depicts the number of resumes in the system from external and internal candidates.
D	Average Processing Time	Demonstrates the breakdown of time in the fill process-how actions flow through the various steps in the process. This presents data on actions closed (i.e., completed) during the quarter.
E	Management Feedback on Resumix	I llustrates management feedback on the Resumix process.
F	DEU Activity	I llustrates the number of completed DEU certificates issued and the outcome.
G	FY01 Trends	Provides analysis of volume and timeliness of work for the FY to date.

**TOPIC:****Recruitment Activity - Jobs Filled - All Serviced****2d QTR-FY01****PROPONENT:****WCPOC - Staffing**

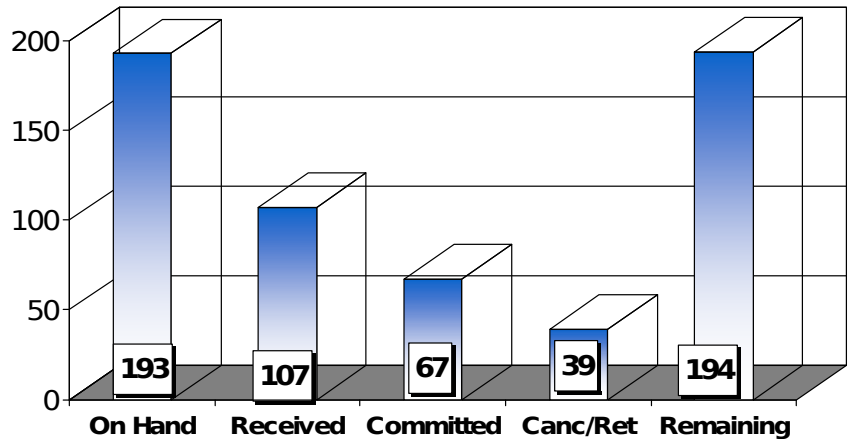
**ANALYSIS:** During the quarter, 1,281 positions were committed; 826 through competitive procedures, 27 through PPP and 428 through other non-competitive sources. Of the 992 actions remaining at the end of the quarter, 564 have referrals issued, 23 have PPP issues working and 405 are pending referral.

**TOPIC:****Recruitment Activity - Jobs Filled - COE, South Pacific****2d QTR-FY01****PROBUDGET:****WCPOC - Staffing**

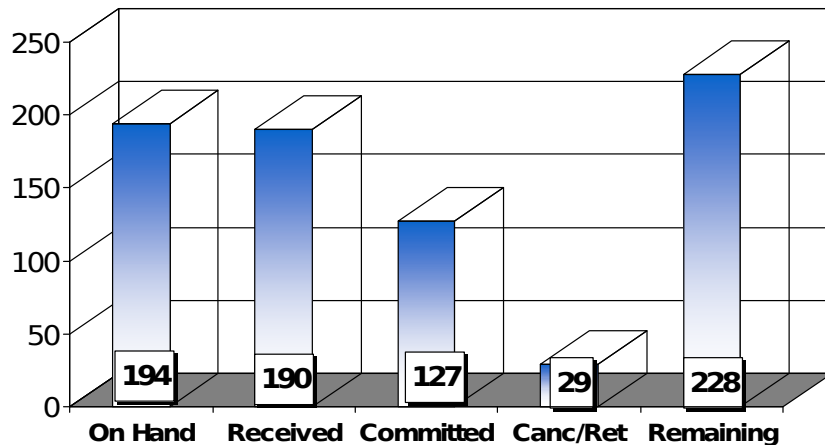
Jan



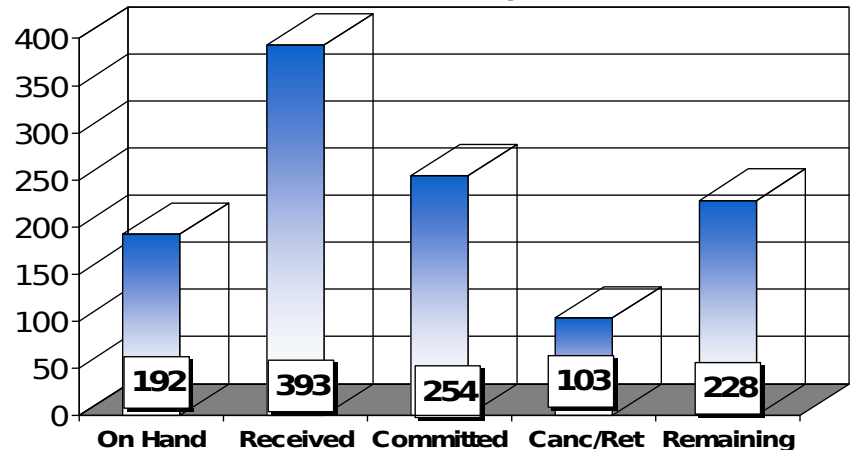
Feb



Mar

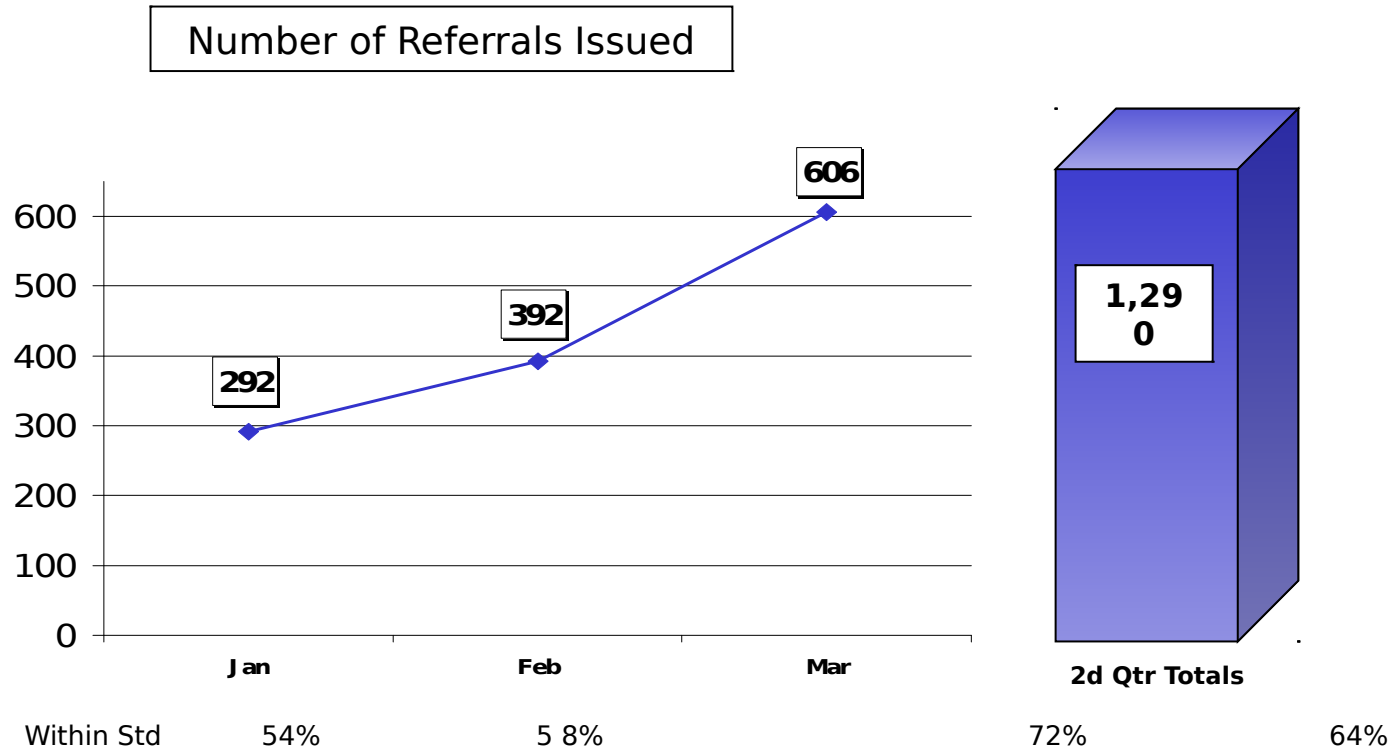


2d Qtr

**ANALYSIS:**

During this quarter, 254 actions were committed; 138 through competitive sources, seven through PPP, and 109 through non-competitive sources. Of the 228 remaining actions, 137 have referrals issued, 86 are pending referral, and five have a PPP issue.

<b>TOPIC:</b> Referral Lists Issued - All Serviced	<b>2d QTR-FY01</b>
<b>PROPONENT:</b> WCPOC - Staffing <b>STANDARD:</b> Resumix: 5 Calendar Days from Date Received in Staffing DEU: 36 Calendar Days from Date Received in Staffing	<b>ASSESSMENT:</b> Red



**ANALYSIS:** The number of referrals issued increased from 1,217 last quarter to 1,290 this quarter. Referral timeliness decreased from 77% to 64%. The significant dip in referral timeliness this quarter is attributed to the deployment of Resumix 5.3G in January, and the learning curve and backlog of actions, and the preparation for deployment of the Modern System in April, i.e., staff training and visits to CPACs for their training. Of the 1,290 referrals issued, 427 were issued by the 3rd day, 353 on the 4th and 5th days, 141 between the 6th and 10th day, and 369 after the 10th day.

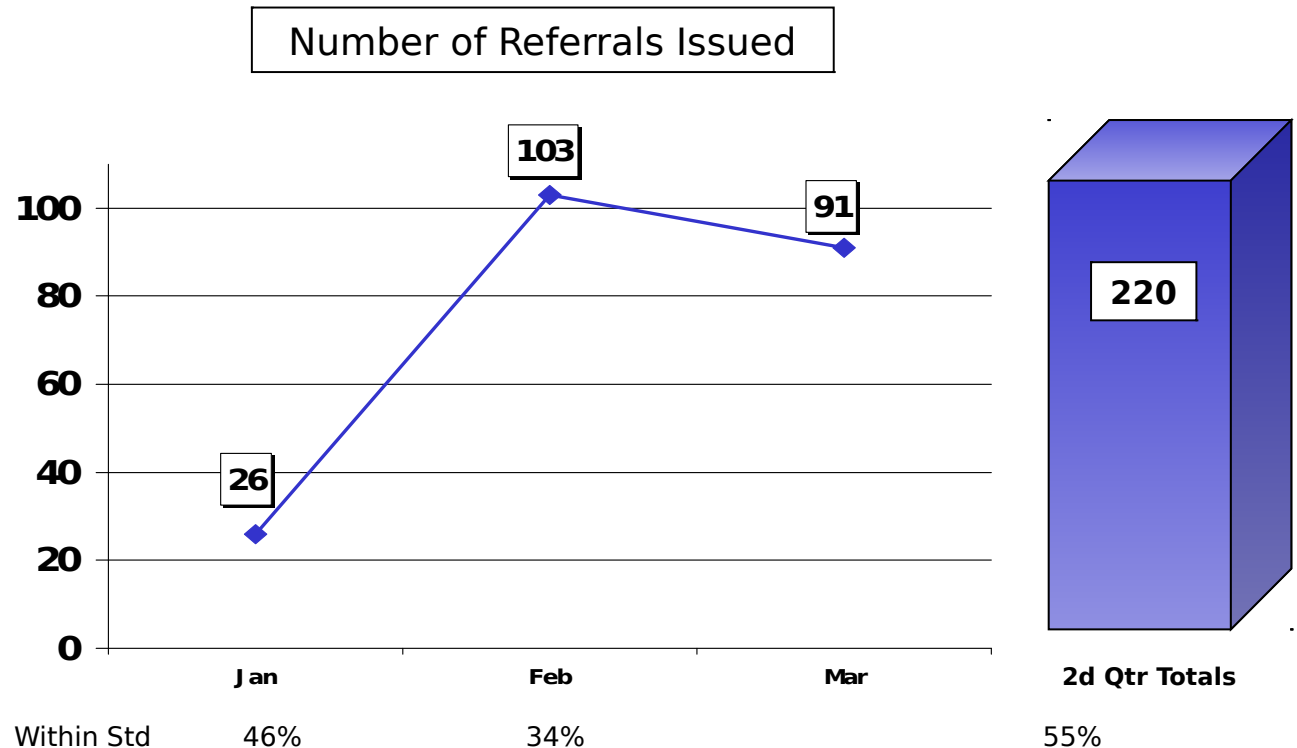


**TOPIC:** Referral Lists Issued - COE, South Pacific Division 2d QTR-FY01

**PROPONENT:** WCPOC - Staffing

**STANDARD:** Resumix: 5 Calendar Days from Date Received in Staffing  
DEU: 36 Calendar Days from Date Received in Staffing

**ASSESSMENT:** Red



**ANALYSIS**

The number of referrals issued increased from 168 last quarter to 220 this quarter, with the number issued in standard decreasing from 50% to 44%. Reasons for Resumix referrals being out of standard include interest and availability inquiries, deployment of Resumix 5.3G and the resulting training curve, clearance of PPP matches, and special announcements. While the interest and availability inquiry process takes more time on the front end, it better serves management by assuring those candidates referred are actually interested and available. Of the 220 referrals issued, 29 were issued within 3 days, 55 on the 4th or 5th day, 22 between the 6th and 10th days, and 114 after the 10th day.

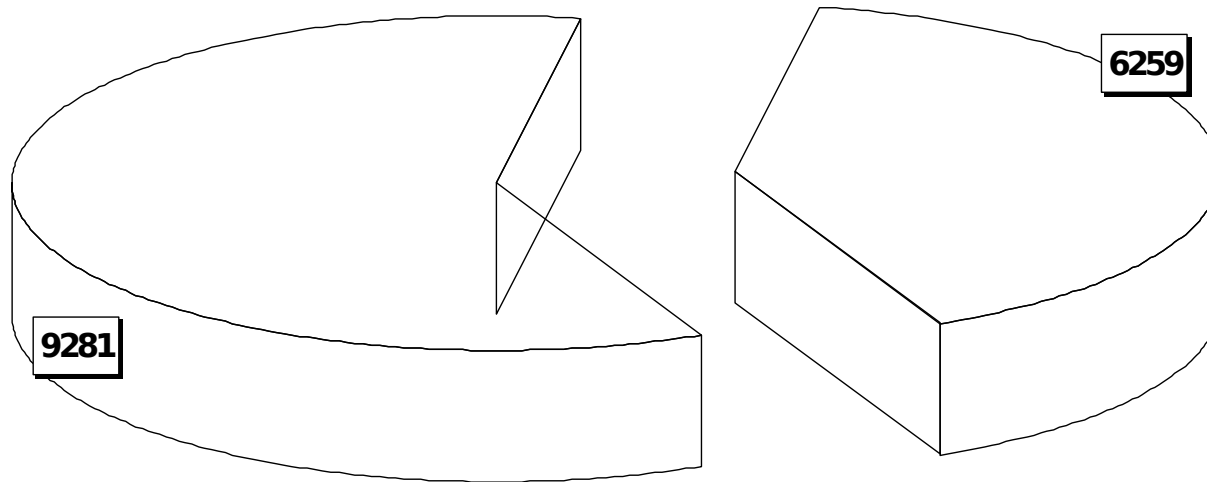


**TOPIC:****Total Resumes in Resumix Database - All Serviced 2d QTR-FY01****PROPONENT: WCPOC - Staffing**

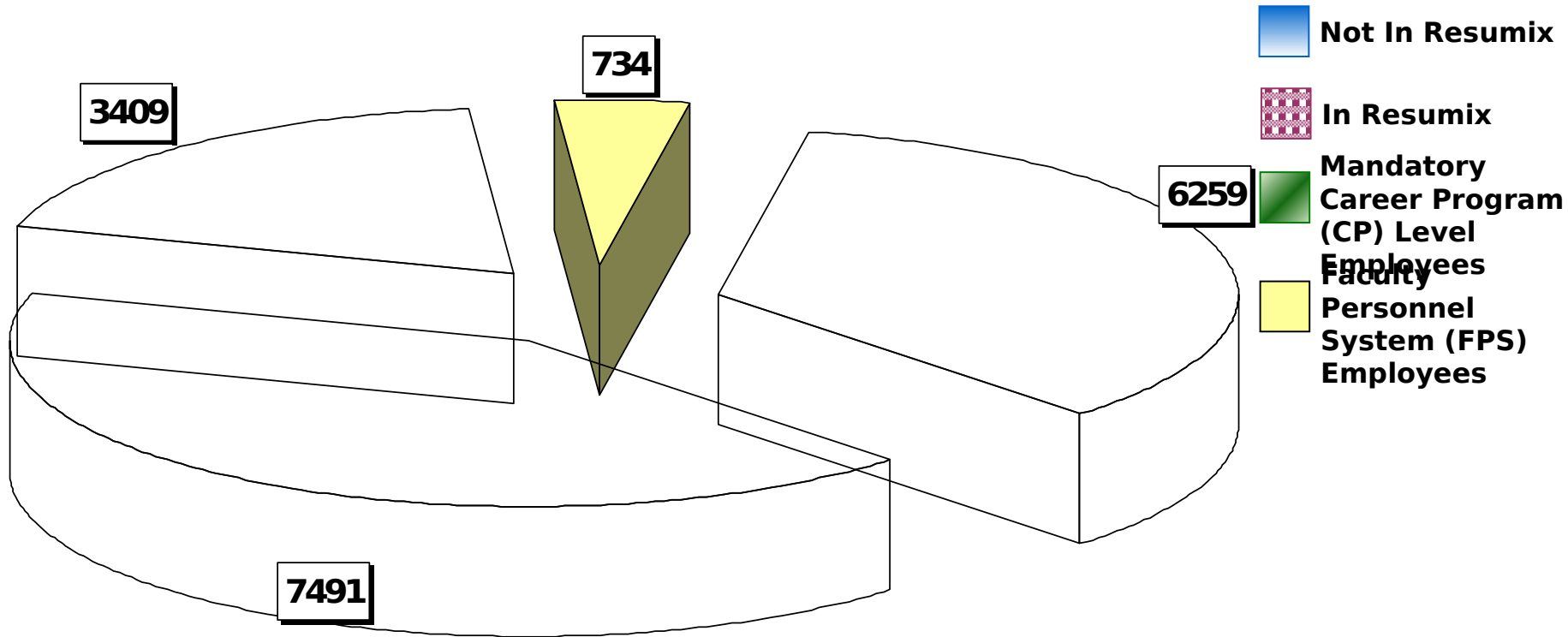
External Applicants



Internal Applicants

**Total Applicants in Resumix : 15,540**

**ANALYSIS:** The total number of resumes in the database increased 8% from last quarter's 14,364. The total number of external applicants increased by 905 (11%). The number of internal applicants increased by 271 (5%). The purging of external candidates with resumes over six months old, as well as purging of internal resumes of employees who have left the West Region, continues.

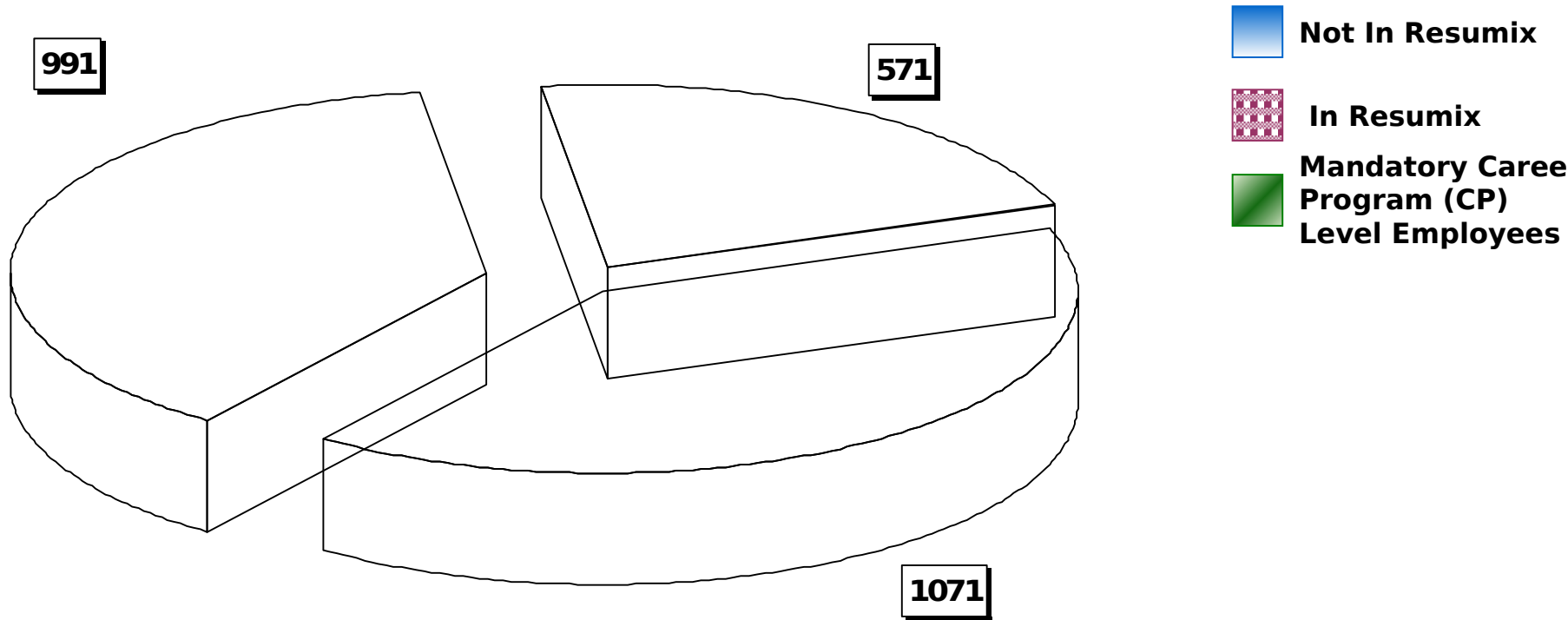
**TOPIC:****Internal Resumes in Resumix Database - All Served****2d QTR-FY01****PROPONENT: WCPOC - Staffing**

Total Population: 17,893

# in Resumix (excludes mandatory CP level and FPS employees): 6,259 (46%)



**ANALYSIS:** The portion of serviced employees which has submitted resumes to the Resumix database increased slightly from 44% last quarter to 46%. Continued emphasis on encouraging employees to apply should further populate the database.

**TOPIC:****Internal Resumes in Resumix Database - COE, South Pacific Division****2d QTR-FY01****PROPONENT: WCPOC - Staffing**

Total Population: 2,633

# in Resumix (excludes mandatory CP level): 1071 (52%)

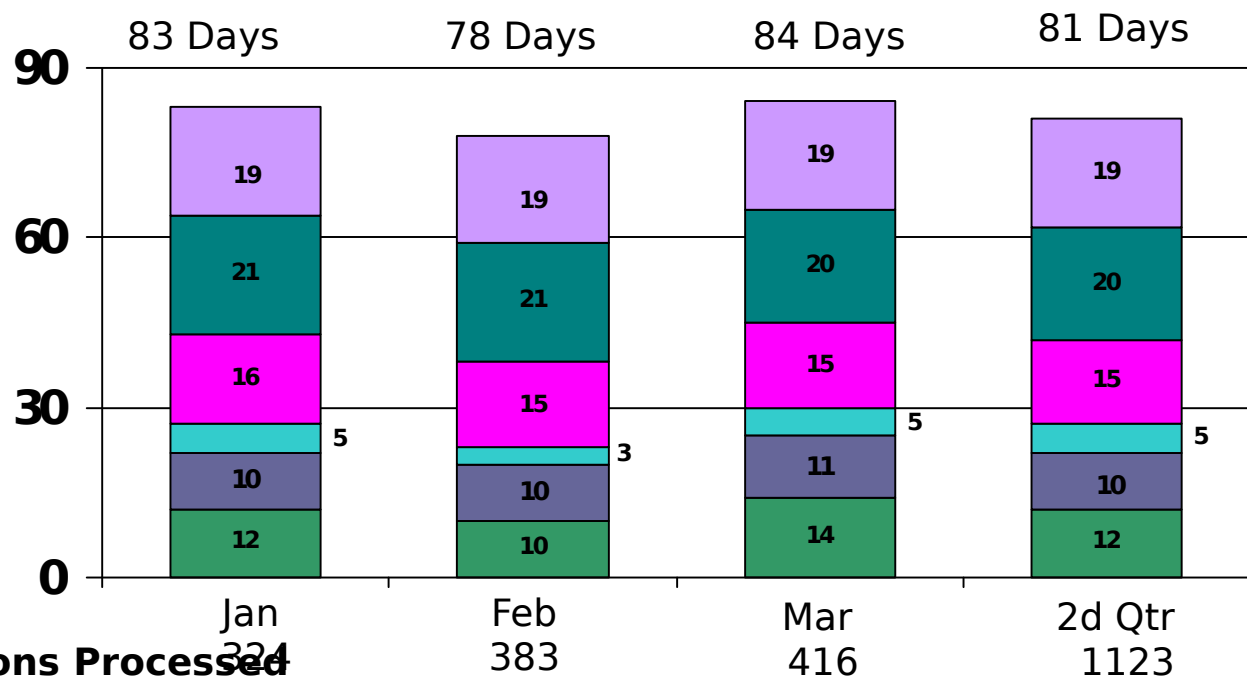
**ANALYSIS:** Fifty-two percent of the serviced employees have submitted resumes to the Resumix database. This is an increase from last quarter's 49% (which had erroneously been reported as 39%). Continued efforts to encourage employees to apply under Resumix should continue this positive trend.



# TOPIC: Avg Processing Time - Recruitment Actions - All Serviced (From Initiation to Closure)

2d QTR-FY01

PROPONENT: West Region Partners



# of Actions Processed

- Avg. Days w/ Manager/RMO (Army standard: 3 days)
- Avg. Days w/ CPAC (Army standard: 3 days)
- Avg. Days w/ CPOC Classification (Army standard: 4/30 days\*)

- Avg. Days w/ CPOC Staffing to clear PPP, make non-competitive placement, and/or issue referral (Army standard: 5/36 days\*)
- Avg. Days w/ Manager for Selection (Army standard: 10 days)
- Avg. Days w/ CPAC to make job offer and establish EOD and CPOC Staffing to process and close action.

\*standard varies with type of action/referral

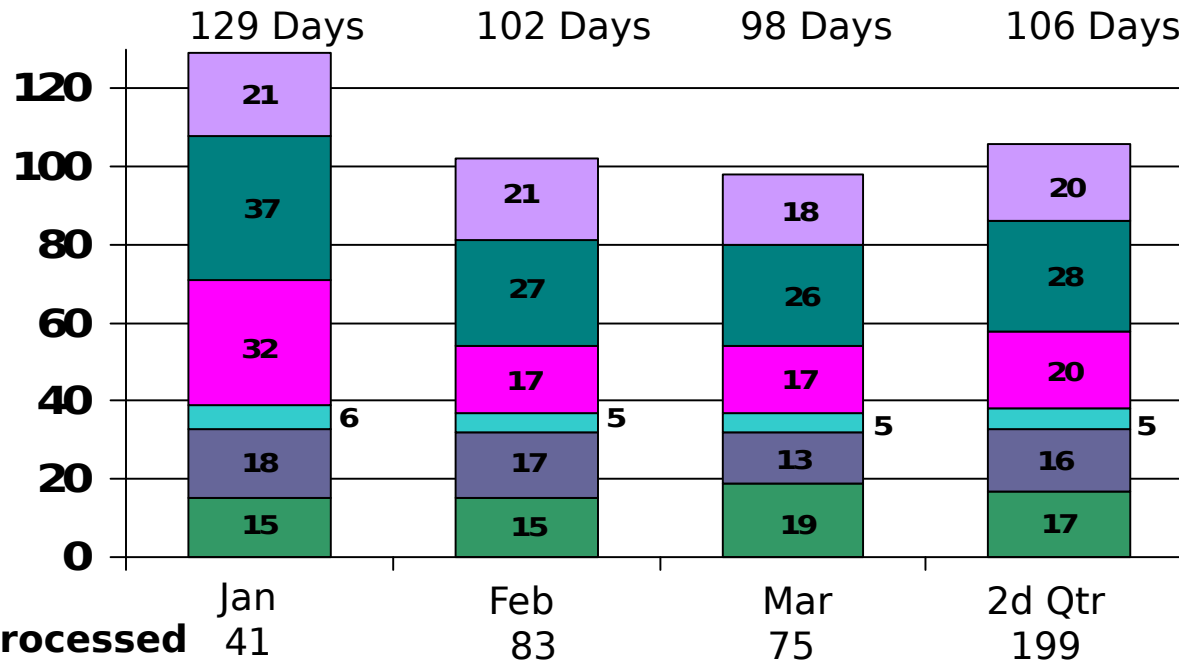
## ANALYSIS:

During this quarter, 1,123 recruitment actions were closed, an increase from last quarter's 1,077. The average time to process actions from initiation to closure increased to 81 days from 76 days last quarter. During this quarter, there was an increase in the time to make the job offer, establish EOD, and process the action, which went from an avg of 14 days last quarter to an avg of 19 days for the 2d quarter. Of the total number of recruitment actions closed during the quarter, 110 were selections made from DEU certificates. The DEU Team issued certificates for these positions in an average of 33 days. Additionally, of the 1,123 actions closed this quarter, 339, or 31%, were non-competitive actions that required no referral and therefore no management time for selection. All partners must continue to work to improve both the quality of the process and the timeliness of filling positions.



# **TOPIC: Avg Processing Time - Recruitment Actions - COE, South Pacific Division (From Initiation to Closure) 2d QTR-FY01**

**PROPONENT: West Region Partners**



**# of Actions Processed**

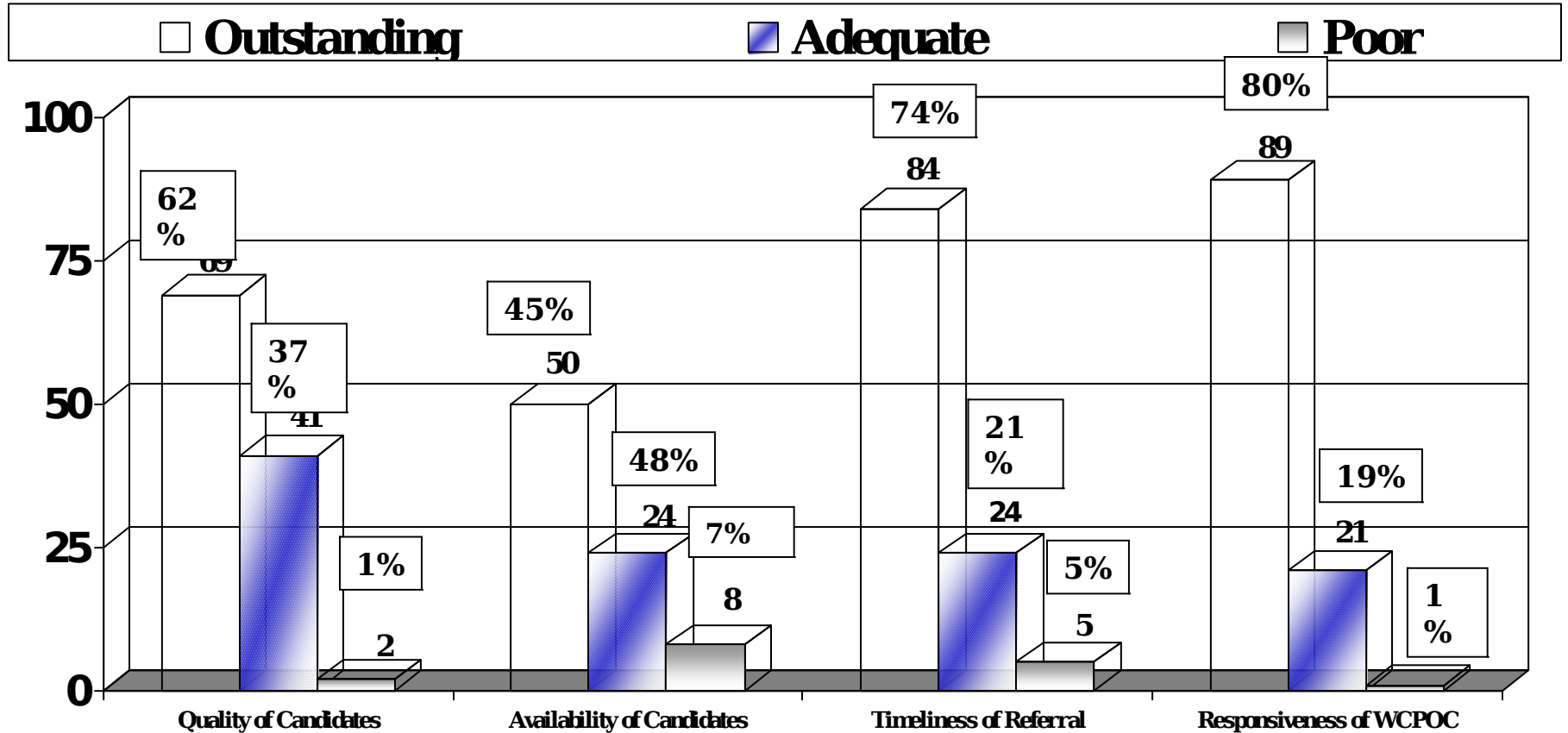
- Avg. Days w/ Manager/RMO (Army standard: 3 days)
- Avg. Days w/ CPAC (Army standard: 3 days)
- Avg. Days w/ CPOC Classification (Army standard: 4/30 days\*)
- Avg. Days w/ CPOC Staffing to clear PPP, make non-competitive placement, and/or issue referral (Army standard: 5/36 days\*)
- Avg. Days w/ Manager for Selection (Army standard: 10 days)
- Avg. Days w/ CPAC to make job offer and establish EOD and CPOC Staffing to process and close action.

**\*standard varies with type of action/referral**

**ANALYSIS:** One hundred ninety-nine actions were closed in an average of 106 days, an increase of 2 days over last quarter. Of these actions, 88, or 44%, were non-competitive actions requiring no management time for selection. During this quarter, times in all categories, except one, increased. Time spent with the CPAC before the action reached CPOC decreased. Of the total number of recruitment actions closed during the quarter, 15 were selections made from DEU certificates. The DEU Team issued these certificates in an average of 35 days.



<b>TOPIC:</b>	<b>Management Feedback on Resumix Referrals -</b>	<b>2d QTR - FY01</b>
<b>PROPONENT:</b>	<b>WCPOC - All Served</b>	

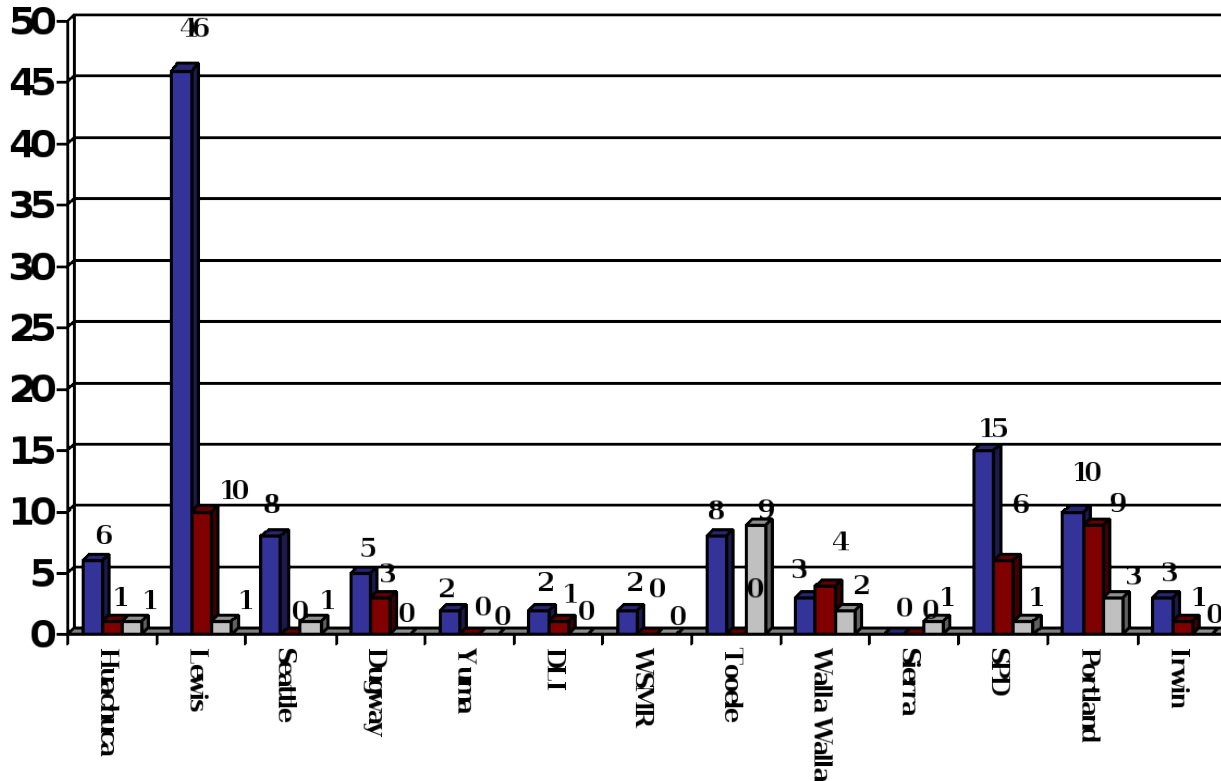
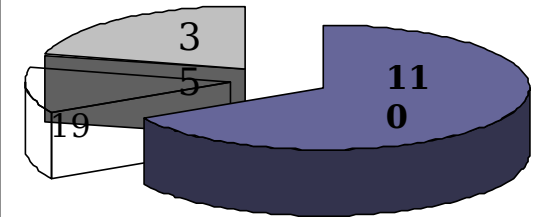


**# Feedback Forms:**

**Forwarded to Management = 615      Returned to CPOC = 113 (18%)**

**ANALYSIS:** A management Feedback Form is sent to selecting officials each time a commitment is made from a Resumix referral. The feedback we receive continues to reflect a high rate of satisfaction, 93% to 99%, in each category; however, the number of feedback forms returned continues to be low. We modified our processes by sending the form to the selecting official at the time of commitment via e-mail, rather than sending the form initially with the referral, but this has not resulted in an increased return rate. The return rate has dropped again from 23% last quarter to 18% this quarter. In order to assure that all views are heard and addressed, managers are encouraged to complete and return the feedback forms expeditiously.



**TOPIC:****Completed DEU Certificates by Servicing CPAC/All****2d Qtr-  
FY01****PROPOSER:****WCPOC - Staffing****Completed DEU Certificates****Issued: 164**

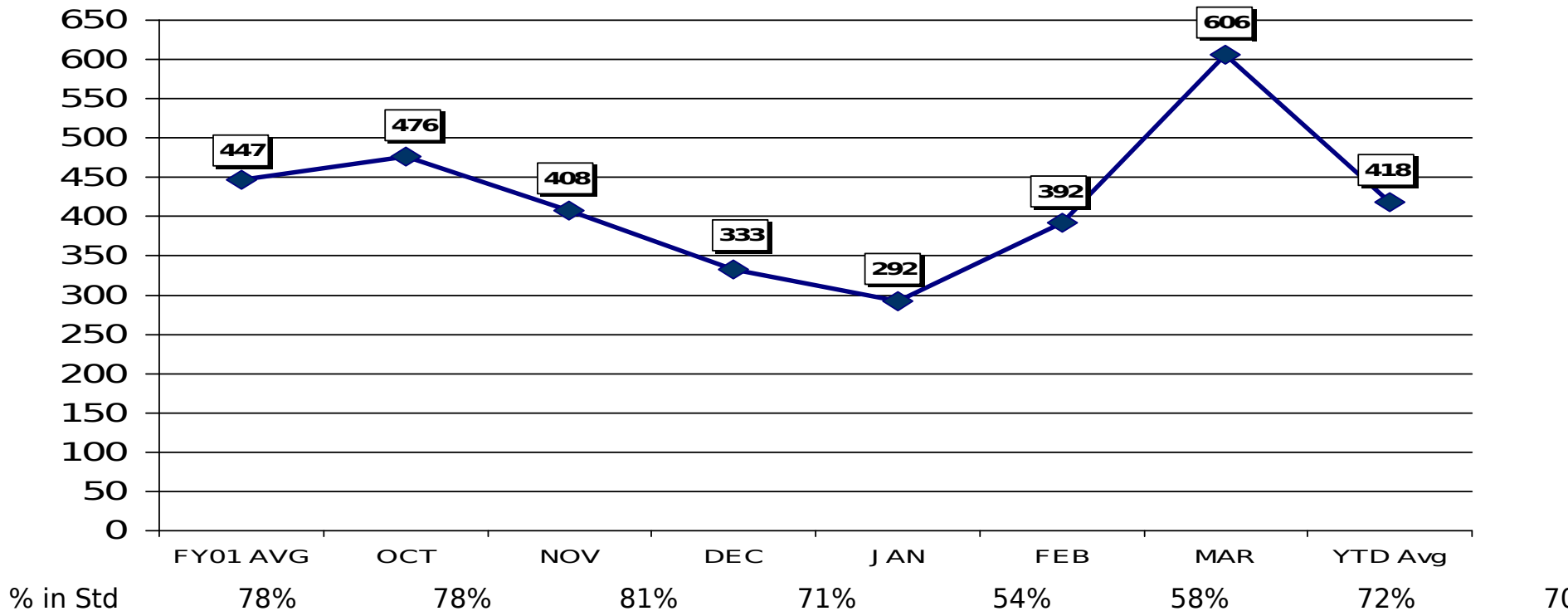
■ DEU Selections ■ Resumix/PPP Selections  
 ■ Canceled by Mgmt

■ DEU Selections ■ Resumix/PPP Selections ■ Canceled by Mgmt

**ANALYSIS:**

Of the 164 DEU Certificates that were closed during the quarter, 110 resulted in a selection from the DEU certificate; 35 resulted in a selection from Resumix or PPP; and 19 were canceled by management. DEU Certificates resulted in selections 67% of the time during this quarter.



**TOPIC:****Trends - Referral Lists Issued - All Serviced****FY01****PROPONENT:****WCPOC - Staffing****ANALYSIS:**

The average number of referrals issued monthly in the 1st and 2d Qtrs, FY01 decreased slightly from the FY00 performance. The number of referrals issued in standard also decreased significantly, from 78% to 70%.



# Trends - Avg Processing Time - Recruitment Actions - (From Initiation to Closure)

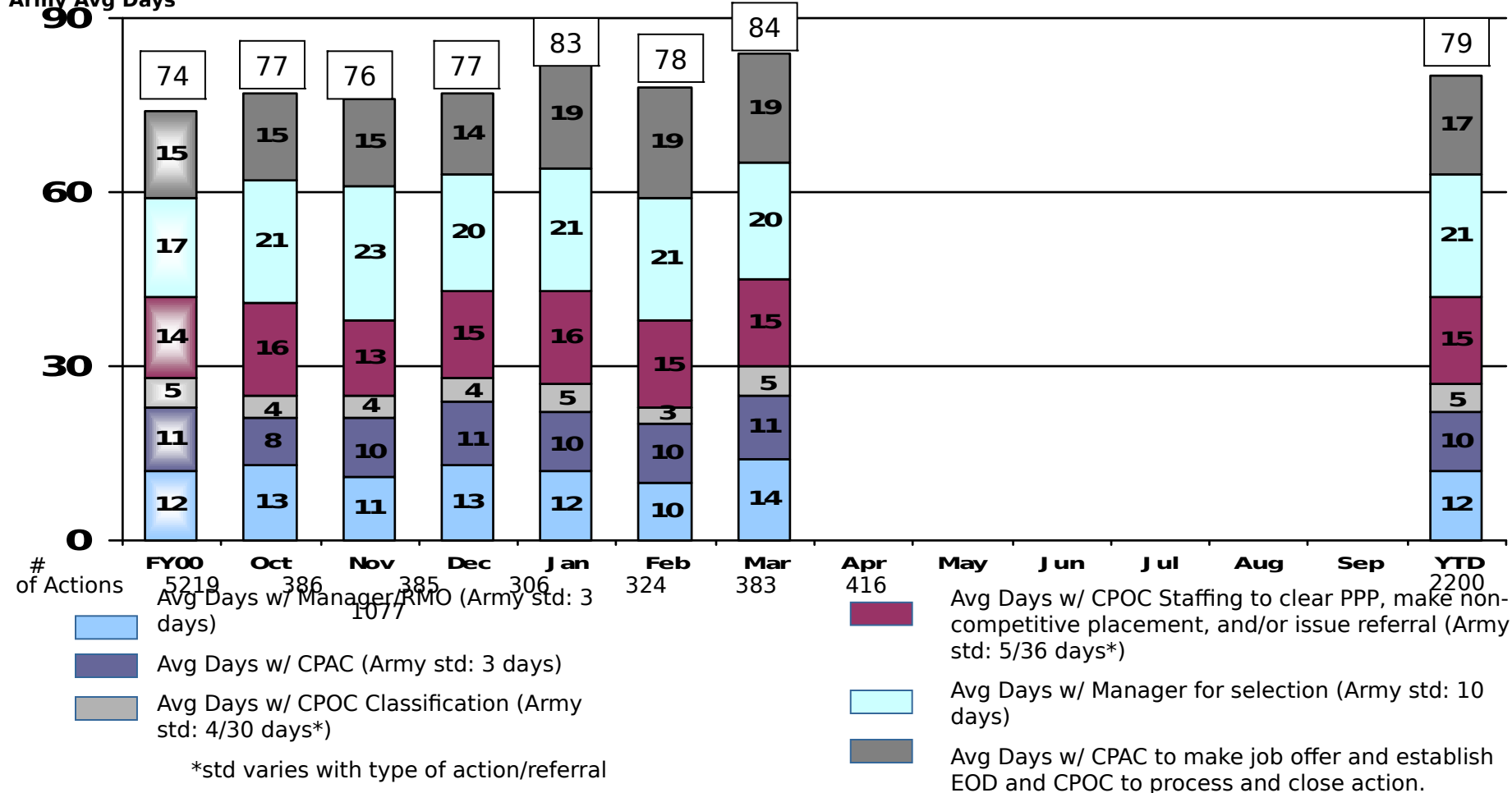
FY01

PROPONENT:

West Region Partners

All Serviced

Army Avg Days



**ANALYSIS:** Volume in the 2d Quarter was a little higher than the number of recruit actions closed last quarter. Average processing time increased from 76 days last quarter to 81 days this quarter.

# SECTION 4

## Processing Personnel Actions

### Proponent: WCPOC, Staffing Services

Sub-Section	Topic	Remarks
A	Non-Recruitment Actions Processed	Illustrates processing timeliness and volume of personnel actions processed through PERSACT – to include such actions as resignations, retirements, name changes, and other non-competitive actions.
B	Awards Processed	Presents a picture of the volume and value of awards processed.



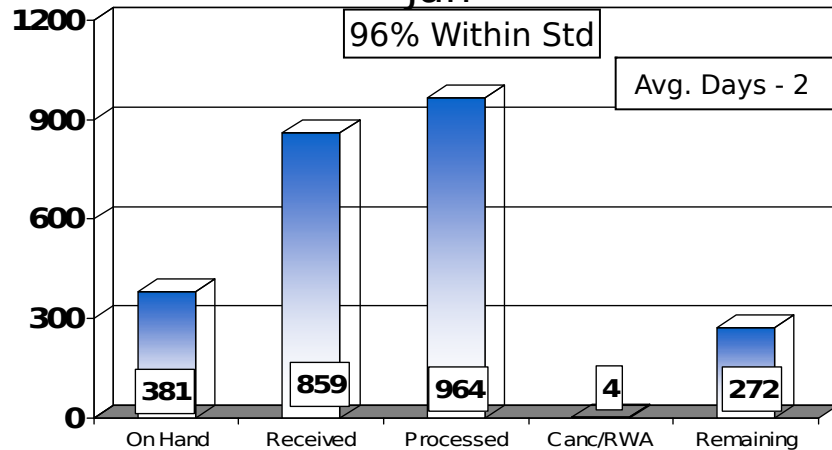
# TOPIC: Non-Recruitment Actions Processed - All Serviced 2d QTR-FY01

PROPONENT: WCPOC - Staffing

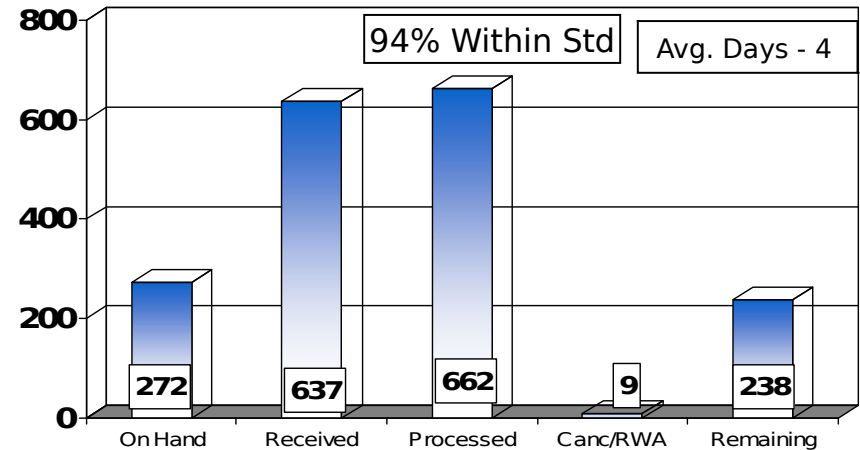
ASSESSMENT: Green

STANDARD: 5 Calendar Days Avg. from Date Rec'd in

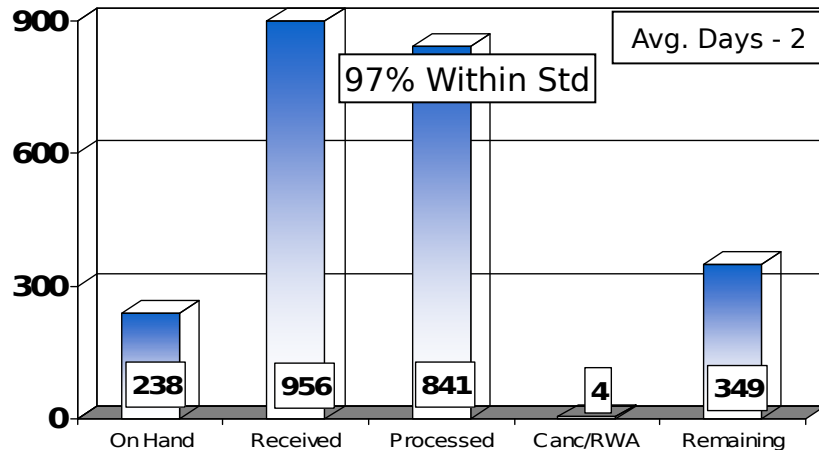
Staffing Jan



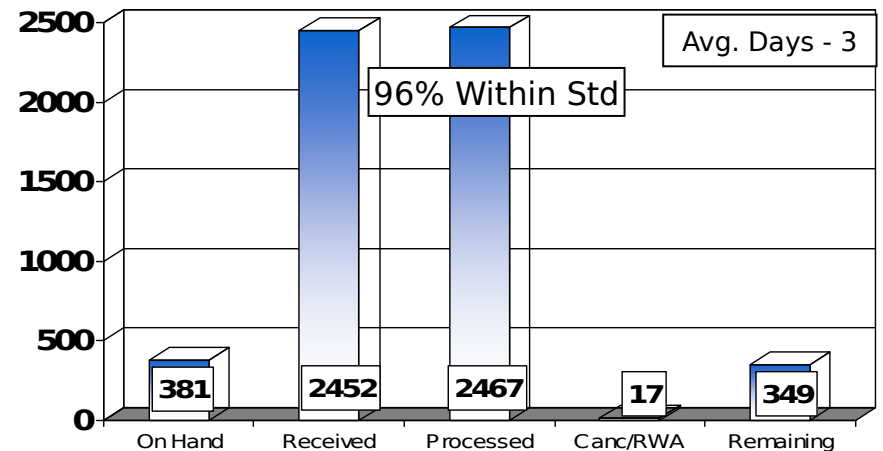
Feb



Mar

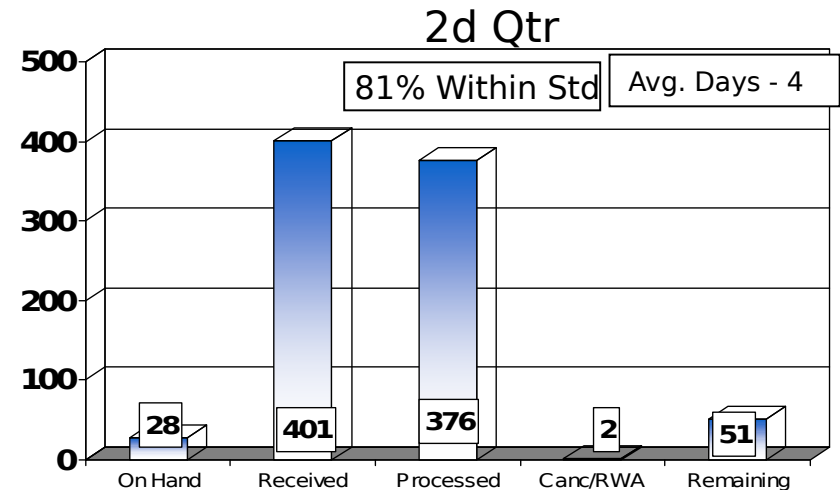
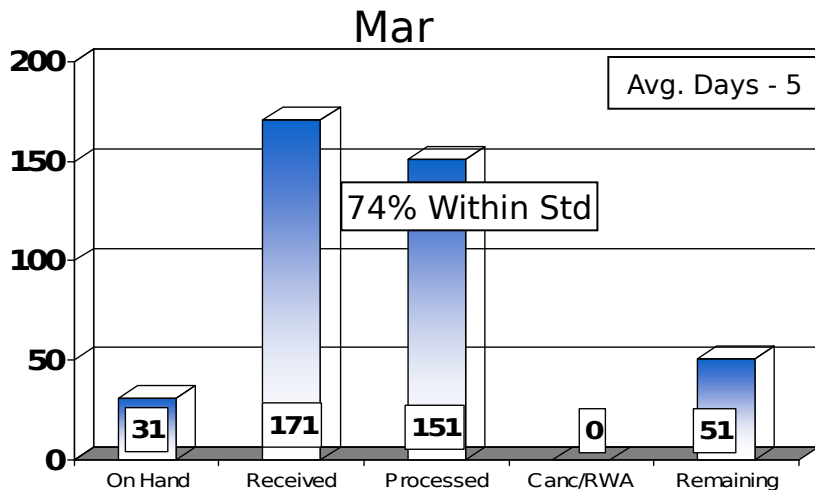
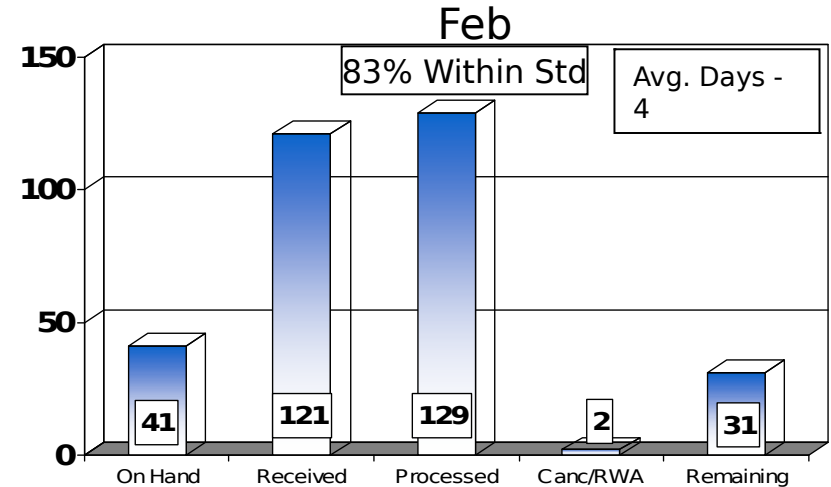
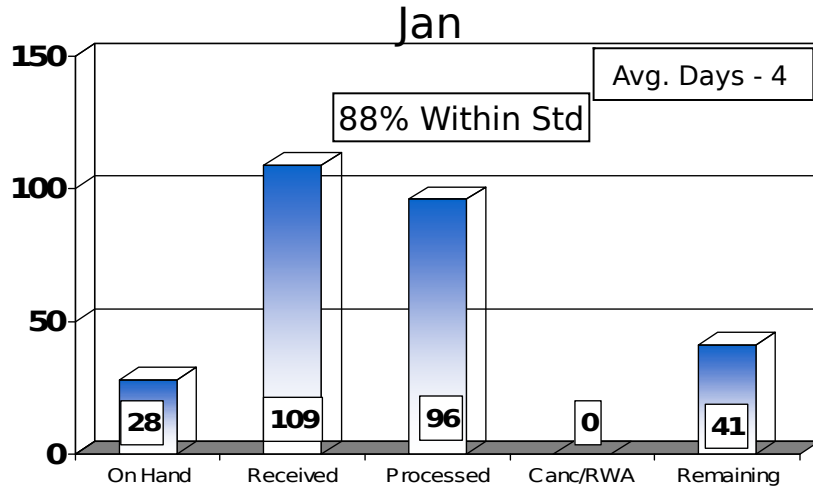


2d Qtr



**ANALYSIS:** Non-recruitment actions processed within five days of receipt in Staffing has increased from 95% last quarter to 96% this quarter. The overall average time to process actions remains the same at three days.



**TOPIC:****Non-Recruitment Actions Processed - COE, South Pacific Division****2d QTR-FY01****PROPONENT: WCPOC - Staffing****ASSESSMENT: Amber****STANDARD:** 5 Calendar Days Avg. from Date Rec'd in Staffing**ANALYSIS:**

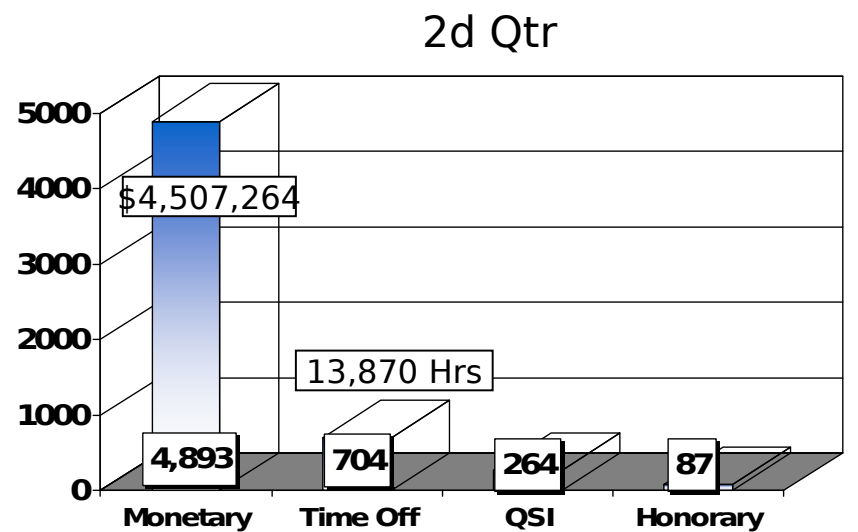
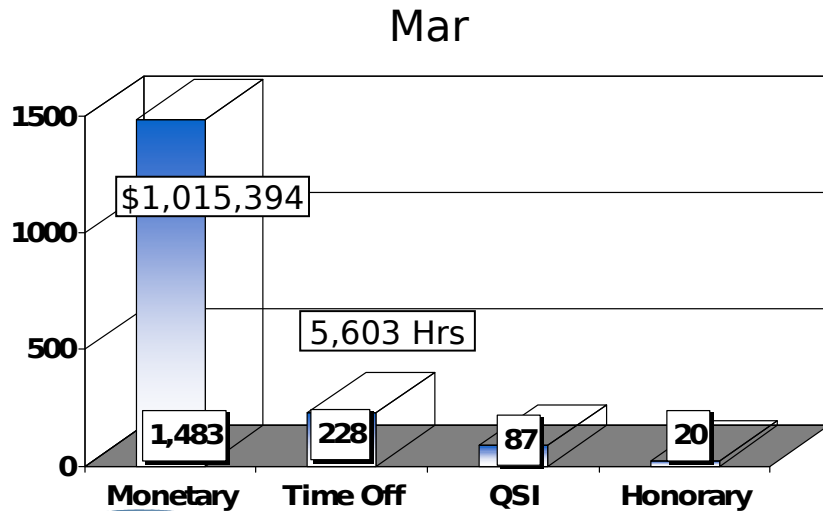
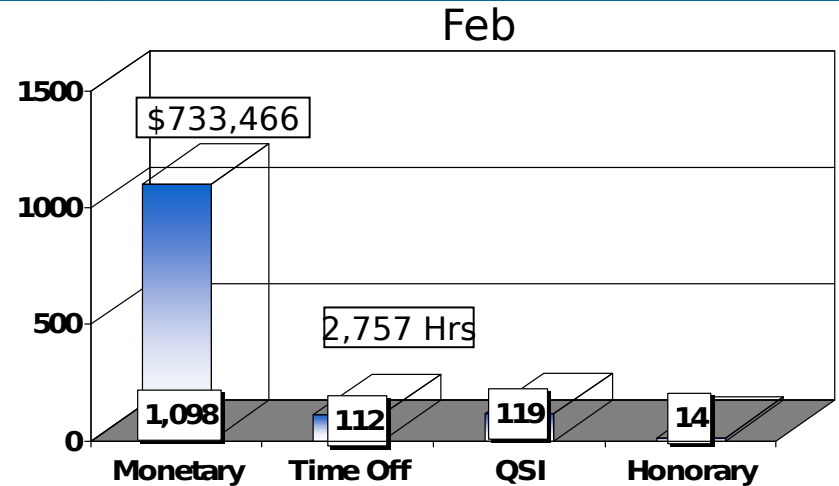
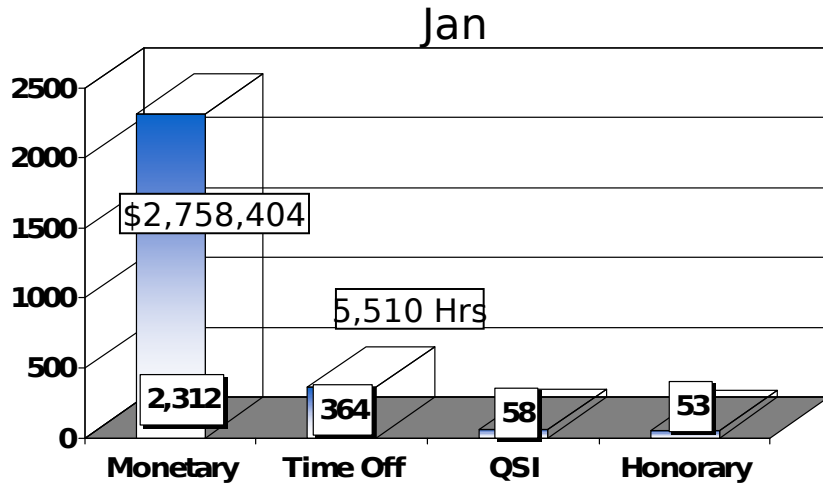
Eighty-one percent of all actions were processed within five days of receipt in Staffing and the overall average time to process these actions was four days. The percentage within standard decreased from 87% last quarter. This decrease is due in part to manpower shortages and Modern System training. These problems are not expected to continue into the 3d quarter.



**TOPIC:** Awards Processed - All Serviced

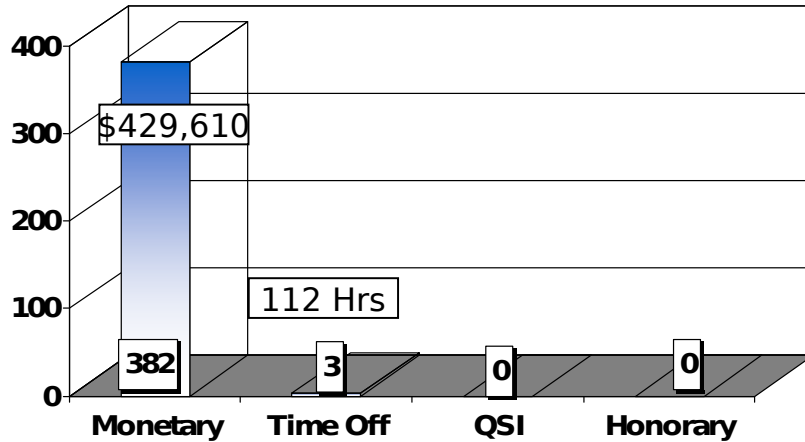
**2d QTR-FY01**

**PROPONENT:** WCPOC - Staffing

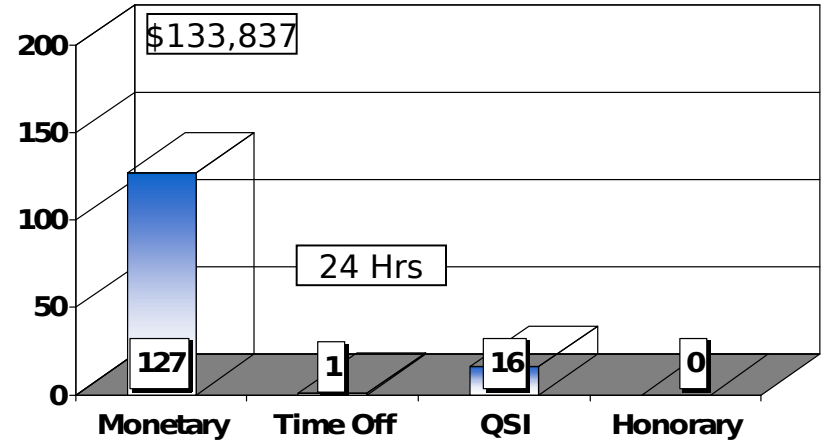


<b>TOPIC:</b>	<b>Awards Processed - COE, South Pacific Division</b>	<b>2d QTR-FY01</b>
<b>PROPONENT:</b>	<b>WCPOC - Staffing</b>	

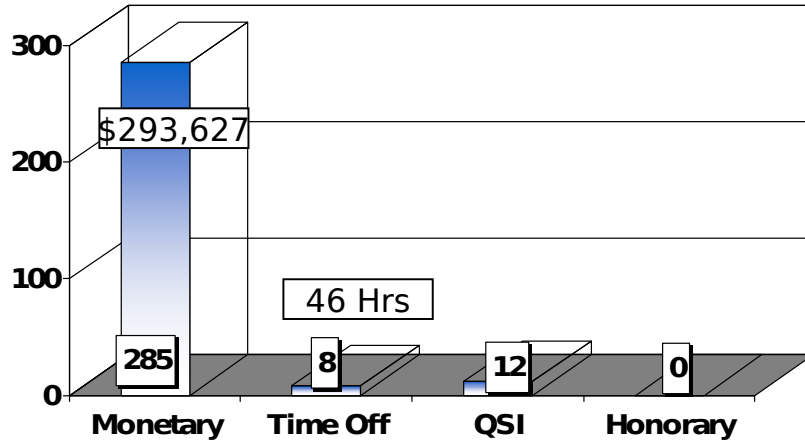
Jan



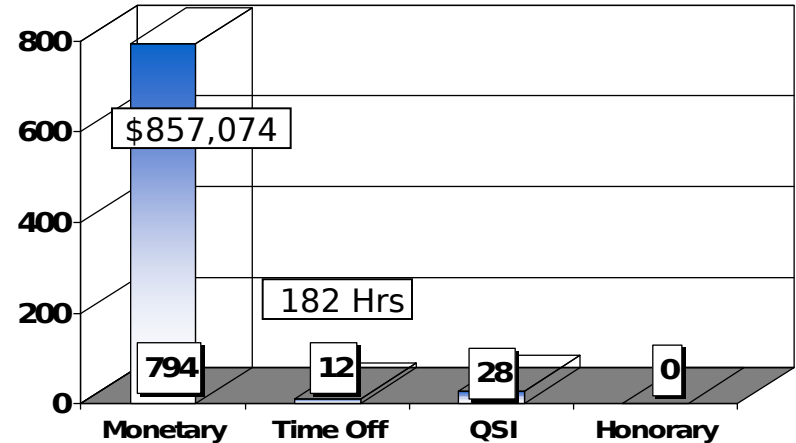
Feb



Mar

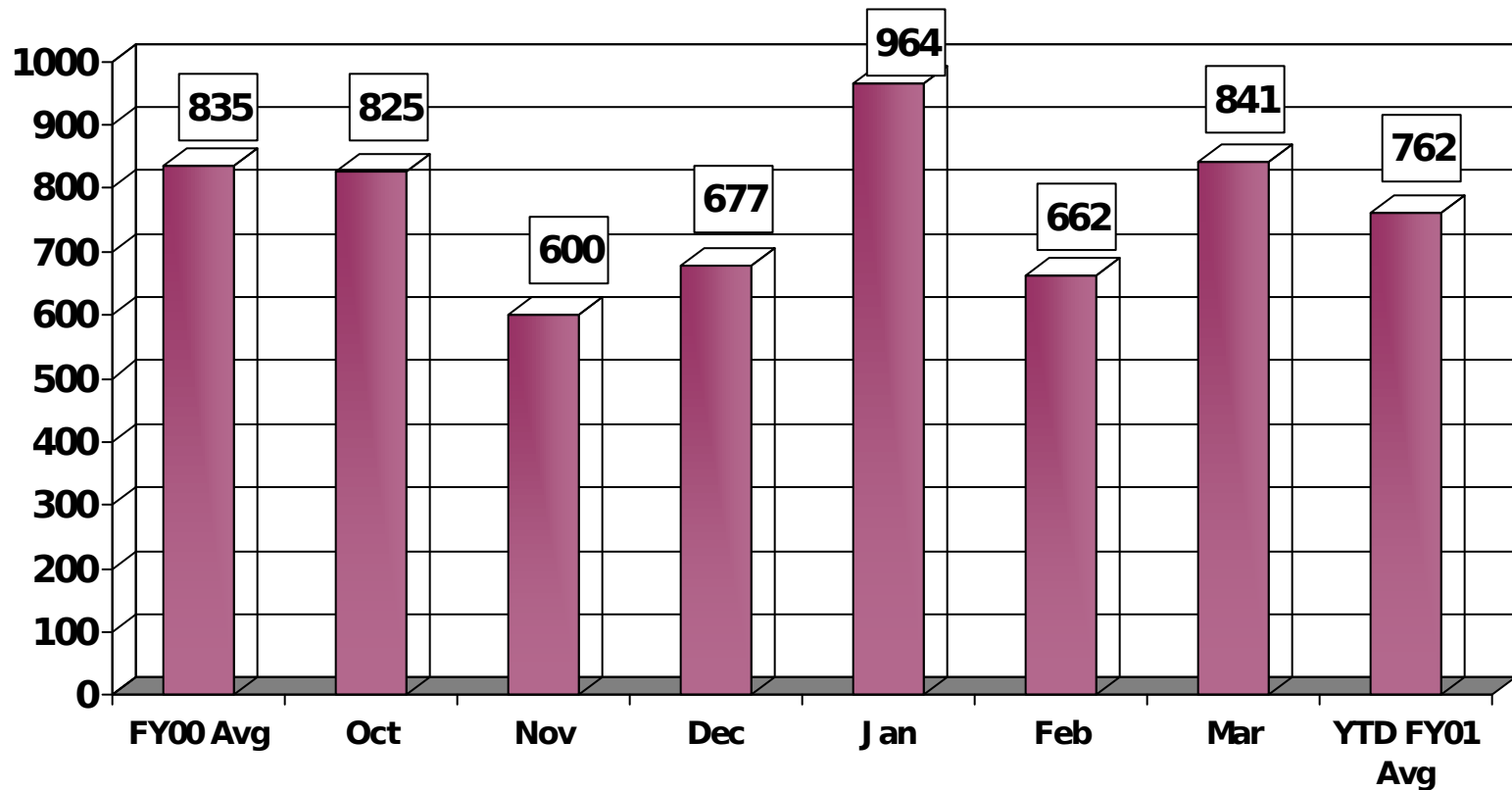


2d Qtr



**TOPIC:** Non-Recruitment Actions Processed - All Serviced 2d QTR-FY01

**PROPONENT:** WCPOC - Staffing



% in Std      95%      96%      94%      97%      96%      83%      92%      91%

**ANALYSIS:** The number of non-recruitment actions processed this quarter is less than the monthly average for FY00. The percentage in standard this quarter is also lower than the average in standard for FY 00.



# SECTION 5

## Processing Pay Inquiries

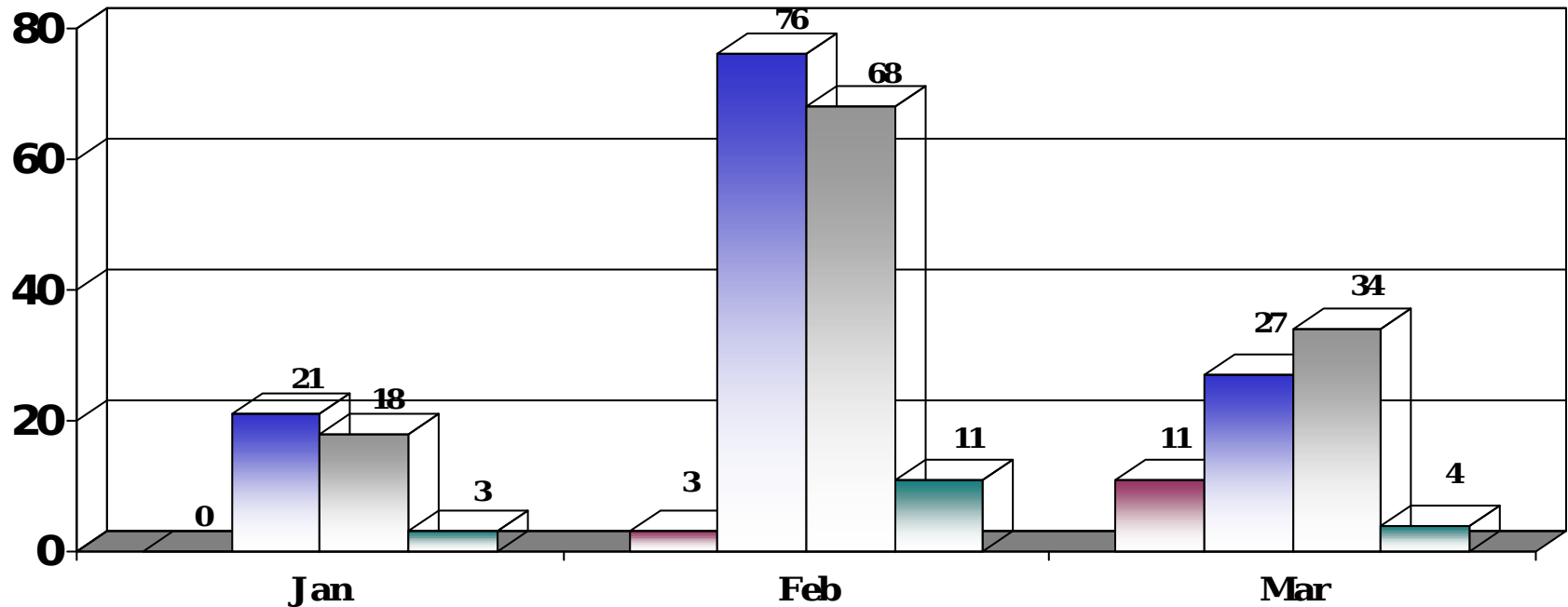
### Proponent: West CPOC

Sub-Section	Topic	Remarks
N/A	Pay I nquiries	Depicts those pay inquiries submitted to the Payroll Resolution Team (PRT) for resolution that actually aff ect an employee's basic pay.



<b>TOPIC:</b>	<b>Pay Inquiries Submitted to the Payroll Resolution Team (PRT) - All Serviced</b>	<b>2d QTR-FY01</b>
<b>PROPONENT:</b>	<b>WCPOC</b>	

 <b>On Hand</b>	 <b>Received</b>	 <b>Completed</b>	 <b>Balance</b>
--	---	--	--



### ANALYSIS

One hundred and twenty-four pay inquiries were received during the second quarter and all but one was resolved within two weeks of receipt in the CPOC. This is a significant increase from last quarter when 66 pay inquiries were received. A pay inquiry occurs when the employee, the CPAC or DFAS contacts the CPOC with an identified problem, request for verification or information that has the potential to change or affect an employee's basic pay. The 124 pay inquiries represent .69 problems per 100 employees serviced. Of the 124 pay problems received 28% (35) were either payroll interface problems or DFAS system errors in the payroll database itself.

**TOPIC:**

Pay Inquiries Submitted to the  
Payroll Resolution Team (PRT) - COE, South Pacific

2d QTR-FY01

**PROPONENT:**

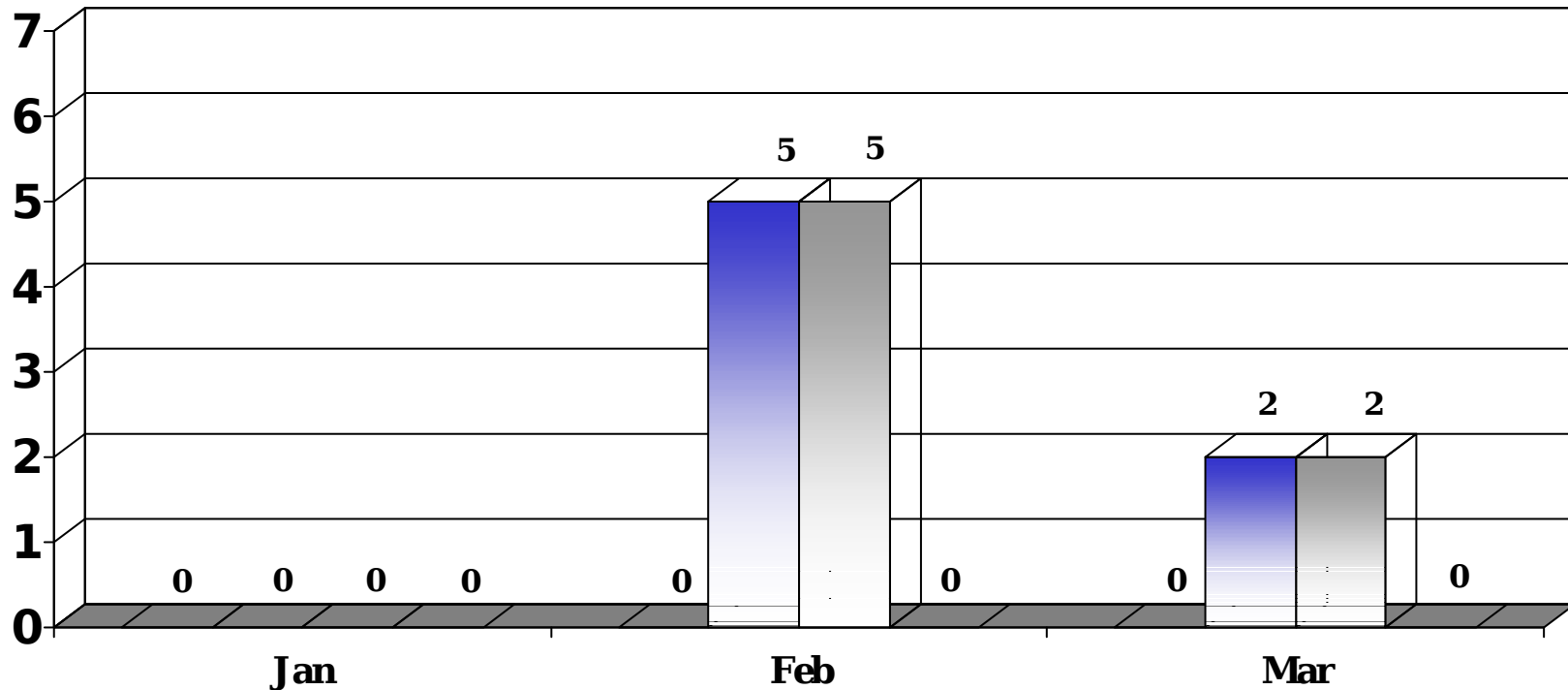
WCPOC Division

■ On Hand

■ Received

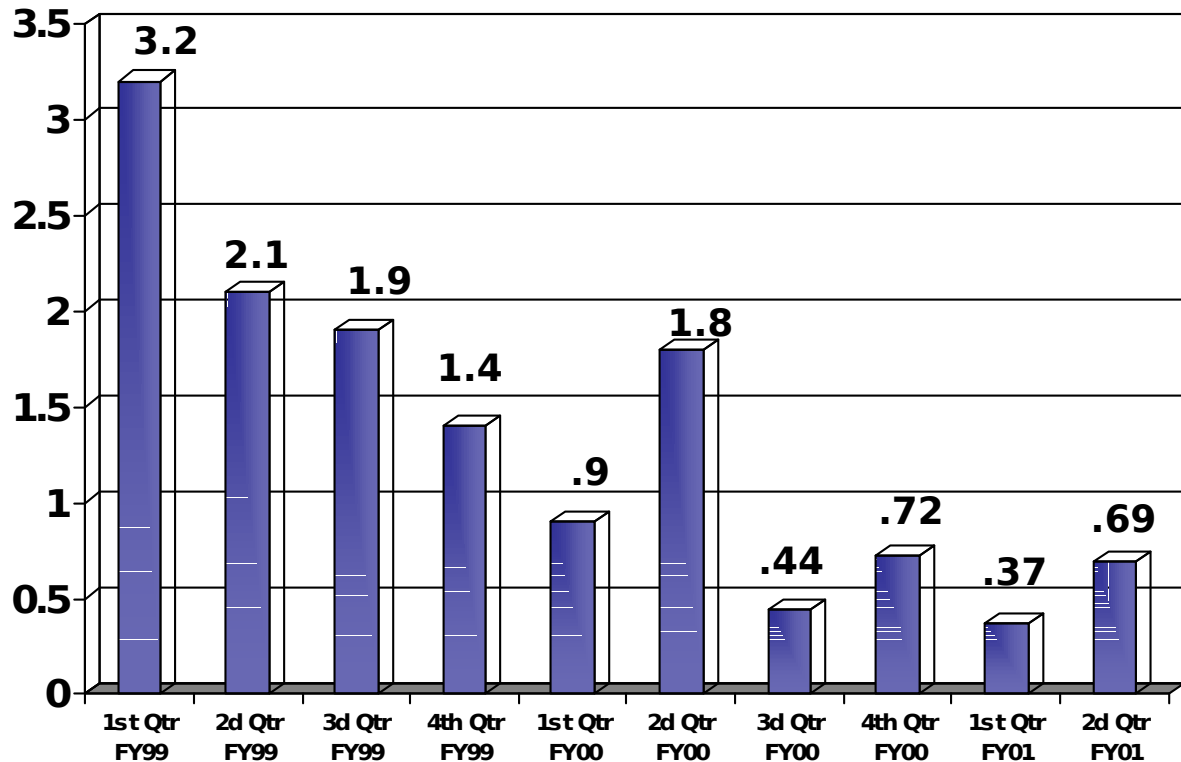
■ Completed

■ Balance

**ANALYSIS:**

Seven pay inquiries (.26 per 100 employees) were received during this quarter. This is a slight increase from last quarter's six pay inquiries submitted. All pay problems were resolved within two weeks of receipt in the CPOC. Our goal is to continue to eliminate pay problems. The number of pay inquiries continues to be relatively low, indicating employees are receiving the correct pay in a timely manner.

<b>TOPIC:</b>	<b>Pay Inquiries Submitted to the Payroll Resolution Team (PRT) - All Serviced</b>	<b>FY99 - FY01</b>
<b>PROPONENT:</b>	<b>WCPOC</b>	



■ Number per 100 Employees Serviced

# of Problems  
124

**ANALYSIS:** One hundred twenty-four pay inquiries were received during the 2nd quarter. This is a significant increase from last quarter when 66 pay inquiries were received. Of the 124 pay problems received 28% (35) were either payroll interface or DFAS system errors in the payroll database itself. Approximately 40 problems were due to administrative delay in the processing of a WG pay adjustment. Our goal is to process pay actions in a timely manner without error. When an error does occur, continued coordination between the CPAC, CPOC, and DFAS is required.



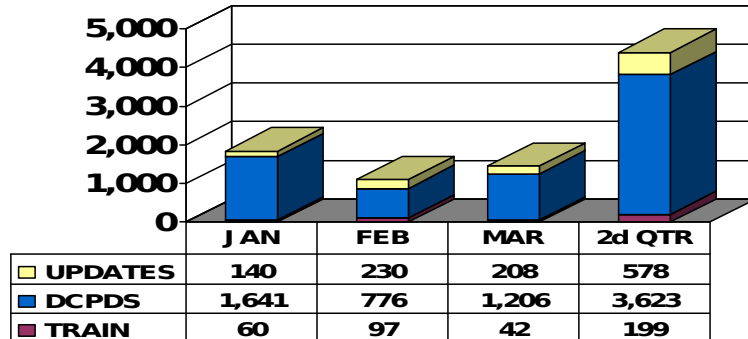
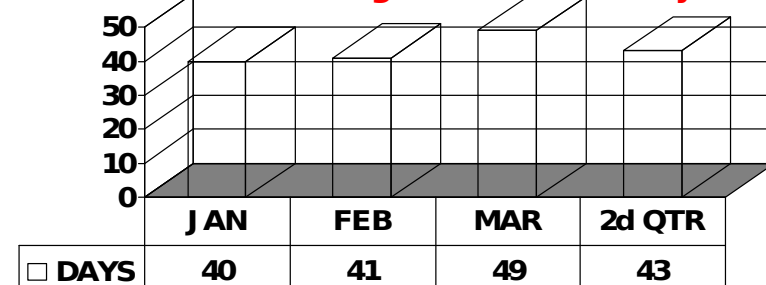
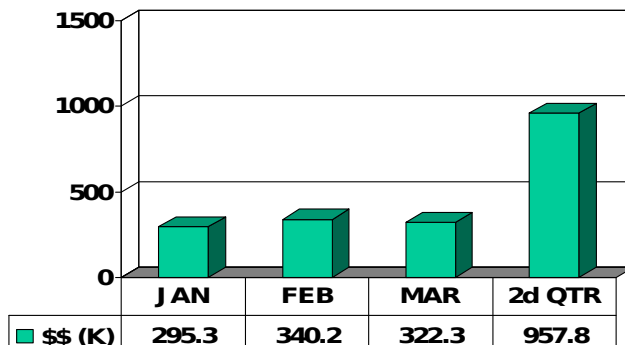
# Section 6

## Training and Developing Employees

Proponent: WCPOC, Human Resource Development Division

Sub-Section	Topic	Remarks
N/A	Training Requests Processed	<p>Provides data regarding timeliness and volume of completed training processed into the database during the quarter, costs reported for that training and the length of time between completion of training and entry into employee training history. The data does not reflect the training or associated costs actually consummated during the quarter because some documentation was not timely forwarded for processing and/or costs were either omitted or inaccurately reported.</p> <p>On 31 March 2001 use of the TRAIN FPI was permanently discontinued in preparation for the Modern Defense Civilian Personnel Data System (MDCPDS). During it's lifetime, TRAIN accounted for approximately 6,500 or 18% of the training actions processed by the WCPOC.</p>



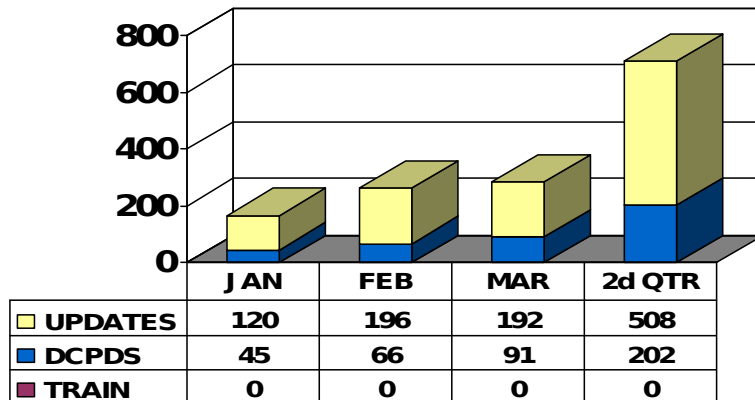
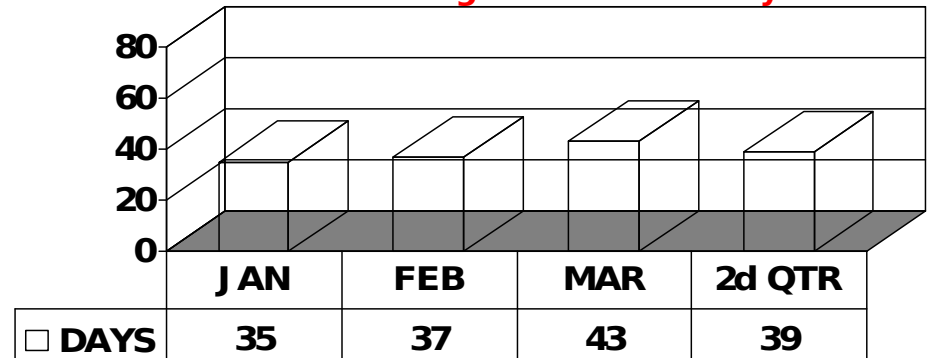
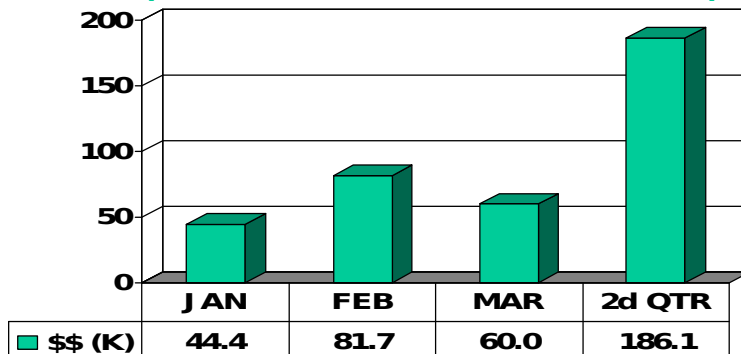
**TOPIC:****Training Requests Processed - All Serviced Activities 2d QTR-FY01****PROPONENT:****WCPOC - HRDD****NUMBER PROCESSED****RECORDING DELAY****(Date completed vs Date Recorded)****Average Number of Days****TRAINING COSTS REPORTED****(Direct & Indirect in Thousands)**

**ANALYSIS:** All records of completed training received by the WCPOC were processed within standard. Of the total (4,400), 5% were processed through the TRAIN FPI and (578) 13% were additions/corrections submitted by employees in response to our initiative to update their DCPDS training history before the Modern System is deployed. A total of 6,265 employee records were updated since this project was initiated

The cost of training reported and recorded during this quarter was \$957,730 -- an average of \$218 per training event and an average of \$53 per employee.

Delays in recording completed training have increased from an average of 38 days during the previous quarter. Increased awareness of the negative effects delays can have on employees and continuing command emphasis have gone a long way to ensure that managers complete evaluations quickly and that CPACs forward documentation to the WCPOC for processing immediately upon receipt



**TOPIC:****Training Requests Processed - COE, South Pacific Division 2d QTR-FY01****PROPONENT:****WCPOC - HRDD****NUMBER PROCESSED**
**RECORDING DELAY**  
 (Date completed vs Date Recorded)  
**Average Number of Days**
**TRAINING COSTS REPORTED****(Direct & Indirect in Thousands)**

**ANALYSIS:** All records of completed training received by the WCPOC were processed within standard. Of the total (710), 72% were additions/corrections submitted by employees in response to our initiative to update their DCPDS training history before the Modern system is deployed.

The cost of training reported and recorded during this quarter was \$186,117 -- an average of \$262 per training event and an average of \$71 per employee.

The average time elapsed between the date an employee in this organization completed training and the date it was entered into that employee's training history decreased slightly from the previous quarter. Increased command emphasis is helping to reduce the delay in entry.



# SECTION 7

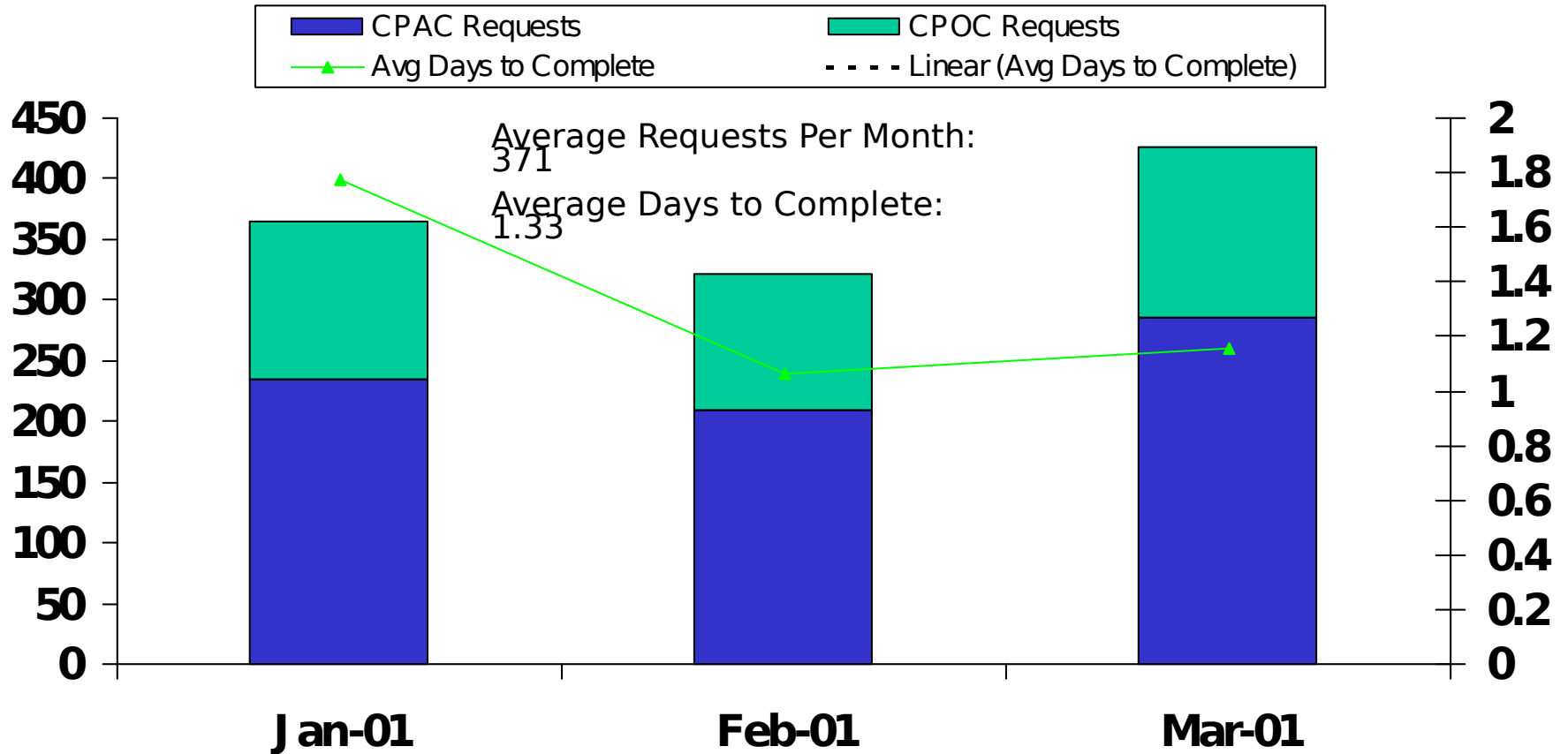
## Providing Information Services

Proponent: WCPOC, Information Services Division

Sub-Section	Topic	Remarks
A	Help Desk Requests	Provides information regarding the categories and number of help desk tickets opened and completed during the period, and average time to complete.
B	DCPDS Quality	Illustrates progress in cleaning up critical elements of data in preparation for Modern System deployment.



<b>TOPIC:</b> Help Desk Requests		<b>2d QTR-FY01</b>
<b>PROPONENT:</b> WCPOC-ISD		<b>ASSESSMENT:</b> Green



**ANALYSIS:** We completed 1112 requests (728 CPAC and 384 CPOC) this quarter. The average days to complete requests has remained fairly constant at just under one and a half days.

<b>TOPIC: DCPDS Quality</b>		<b>2d QTR-FY01</b>
<b>PROPONENT: WCPOC-ISD</b> <b>Goal: 96% Error Free Rate</b>		<b>ASSESSMENT: Green</b>

<b>Month</b>	<b>*Discrepancies</b>	<b>Data Elements Checked</b>	<b>Discrepancy Percent</b>
Jan	3,746	5,534,190	0.06%
Feb	2,893	5,531,409	0.02%
Mar	854	5,528,937	0.01%

\* Discrepancies are either incorrectly coded data elements, or data elements that must be modified to meet the requirements of conversion to modern system.

- Currently checking 309 data elements for each employee.

**ANALYSIS:** During this quarter we came very close to completing database cleanup in preparation for our 13 April 2001 deployment of Modern System. The remaining 854 discrepancies will be corrected by 12 April 2001 to ensure that the conversion from the Legacy database to the Modern System database is 100% successful.

